**Appendix 9**

**Equality Impact Assessment record layout for information: Assessment Number 554**

| | |
|---|---|
| **Owner:** | Annabel Travers |

| | | | |
|---|---|---|---|
| **Resource:** | Regeneration | **Service/Establishment:** | Supply, Distribution and Property Service |

| | First Name | Surname | Job Title |
|---|---|---|---|
| **Head Officer:** | Annabel | Travers | Procurement Manager |

| | Include job titles/organisation |
|---|---|
| **Members:** | Annabel Travers, Procurement Manager, West Dunbartonshire Council;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Service, West Dunbartonshire Council |

| Please note: the word policy is used as shorthand for strategy policy function or financial decision | |
|---|---|
| **Policy Title:** | SDP_ 04 Corporate Procurement Unit (CPU) - Absorb Purchase to Pay Support in to Services |

| **The aim, objective, purpose and intended outcome of policy** |
|---|
| Service officers are responsible for requesting, approval and payment of supplies / services / works (Purchase to Pay [P2P]). One of the systems for delivery of these duties, is PECOS. Currently, the PECOS administration is part of the CPU. This team: processes changes within PECOS; uploads e-Catalogues; resolves PECOS system issues; updates guidance on the intranet and escalates work routes if the user still has issues despite the guidance.<br><br>The aim of absorbing the PECOS P2P support in to Services is to provide efficiencies to support the balance of the budget. Potential outcomes in reaching up to £99,481 of efficiencies per year. |

| **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy** |
|---|
| All Council Services, WD HSCP Services as well as Trade Unions. |

| | |
|---|---|
| **Does the proposals involve the procurement of any goods or services?** | N |
| **If yes please confirm that you have contacted our procurement services to discuss your requirements** | |

| **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)** | Y |
| **Relevance to Human Rights (HR)** | Y |
| **Relevance to Health Impacts (H)** | Y |
| **Relevance to Social Economic Impacts (SE)** | Y |

| **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?** |
|---|
| Annabel Travers, Procurement Manager, West Dunbartonshire Council - conducted this high level efficiency option regarding the CPU;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Services, West Dunbartonshire Council - interrogated this high level efficiency option;<br>Performance and Monitoring Review Group, West Dunbartonshire Council - where informed of this high level efficiency option;<br>Martin Rooney, Leader of the Council - was informed of this high level efficiency option; and<br>Michelle McGinty, Deputy Leader of the Council - was informed of this high level efficiency option. |

| |
|---|
| If this high level efficiency option regarding the CPU 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 - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/<br><br>https://www.gov.scot/publications/older-people-employment-scotland/<br><br>The age profile in the current structure:<br>1 x staff = <24 years old<br>1 x staff = 30 - 34 years old<br>1 x staff = 40 - 44 years old<br>1 x staff = 60 - 64 years old<br><br>There is 1 staff who is within the 60 - 64 years old category | Negative - This could heightened concerns of staff as evidence suggests that those over 50 find it more difficult to regain employment |
| **Disability** | Please see cross cutting | | Neutral |
| **Gender Reassign** | Please see cross cutting | | Neutral |
| **Marriage & Civil Partnership** | Please see cross cutting | | Neutral |
| **Pregnancy & Maternity** | Full communication to staff in 'maternity leave' about this process<br><br>Please see cross cutting | There is 1 staff who is currently on maternity leave | Neutral - Return of work on June 2023 |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Race** | Please see cross cutting | | Neutral |
| **Religion & Belief** | Please see cross cutting | | Neutral |
| **Sex** | Worries surrounding job security may be heighten in women - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | There are 3 out of 4 staff who are women | Negative - Detriment to female staff compared to males because of make up of workforce |
| **Sexual Orientation** | Please see cross cutting | | Neutral |
| **Human Rights** | Please see cross cutting | | Neutral |
| **Health** | Please see cross cutting | | Neutral |
| **Social & Economic Impact** | Worries surrounding job security may be heighten lower payed staff - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | HR21 records<br><br>There are 3 out of 4 staff who are on the lowest grade within this structure | Negative - Detriment to lowest grade staff due to potential work being transferred |
| **Cross Cutting** | Identify a "champion" to assist with understanding of this process for staff<br><br>Reiterate the commitment to no compulsory redundancies to mitigate against any heightened concerns | | Neutral |

| |
|---|
| **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 three 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 |
| **What is your recommendation for this policy?** |
| Nothing is checked for this |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 554 details impact on staff.<br>3 FTE out of 3.7 FTE staff will be potentially displaced from the structure. There are:<br>3 out of 4 staff are women and this would therefore affect women more;<br>3 out of 4 staff are on the lowest grade and therefore affect them due to transaction work being absorbed into other Services; and<br>1 out of 4 staff being 60 - 65 and this could heightened concerns about being displaced, as evidence suggests that those over 50 find it more difficult to regain employment. |

**Equality Impact Assessment record layout for information: Assessment Number 555**

| | |
|---|---|
| **Owner:** | Annabel Travers |

| | | | |
|---|---|---|---|
| **Resource:** | Regeneration | **Service/Establishment:** | Supply, Distribution and Property Service |

| | First Name | Surname | Job Title |
|---|---|---|---|
| **Head Officer:** | Annabel | Travers | Procurement Manager |

| | Include job titles/organisation |
|---|---|
| **Members:** | Annabel Travers, Procurement Manager, West Dunbartonshire Council;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Service, West Dunbartonshire Council |

| Please note: the word policy is used as shorthand for strategy policy function or financial decision | |
|---|---|
| **Policy Title:** | SDP-02 Corporate Procurement Unit (CPU) - Transfer Non Complex Procurements to Services |

| **The aim, objective, purpose and intended outcome of policy** |
|---|
| The remit of the category team within the CPU is to develop robust procurement and contract management activity that drive and enable business transformation and that aligns with national, local and Council strategies and delivers best value for money.<br><br>The aim of transferring non-complex procurements into other Services is to provide efficiencies to support the balance of the budget. Potential outcomes could be £148,471 of efficiencies per year. |

| **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy** |
|---|
| All Council Services, WD HSCP Services as well as Trade Unions. |

| | |
|---|---|
| **Does the proposals involve the procurement of any goods or services?** | N |
| **If yes please confirm that you have contacted our procurement services to discuss your requirements** | |

| **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)** | Y |
| **Relevance to Human Rights (HR)** | Y |
| **Relevance to Health Impacts (H)** | Y |
| **Relevance to Social Economic Impacts (SE)** | Y |

| **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?** |
|---|
| Annabel Travers, Procurement Manager, West Dunbartonshire Council - conducted this high level efficiency option regarding the CPU;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Services, West Dunbartonshire Council - interrogated this high level efficiency option;<br>Performance and Monitoring Review Group, West Dunbartonshire Council - where informed of this high level efficiency option;<br>Martin Rooney, Leader of the Council - was informed of this high level efficiency option; and<br>Michelle McGinty, Deputy Leader of the Council - was informed of this high level efficiency option. |

| | | | |
|---|---|---|---|
| If this high level efficiency option regarding the CPU 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 - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/<br><br>https://www.gov.scot/publications/older-people-employment-scotland/<br><br>The age profile in the current structure:<br>1 x staff = <24 years old<br>1 x staff = 25 -29 years old<br>1 x staff = 30 - 34 years old<br>4 x staff = 35 - 39 years old<br>3 x staff = 40 - 44 years old<br>1 x staff = 45 - 49 years old<br>1 x staff = 50 - 54 years old<br><br>There is 1 staff who is within the 50 - 54 years old category | Negative - This could heightened concerns of staff about any displacement, as evidence suggests that those over 50 find it more difficult to regain employment |
| **Disability** | Worries surrounding job security may be heighten in disabled staff - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | HR21 report<br><br>Disabled people in employment - House of Commons Library (parliament.uk)<br><br>There is at least 1 staff who is disabled | Negative - This could heightened concerns of staff about any displacement |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Gender Reassign** | Please see cross cutting | | Neutral |
| **Marriage & Civil Partnership** | Please see cross cutting | | Neutral |
| **Pregnancy & Maternity** | Please see cross cutting | | Neutral |
| **Race** | Please see cross cutting | | Neutral |
| **Religion & Belief** | Please see cross cutting | | Neutral |
| **Sex** | Worries surrounding job security may be heighten in women - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | There are 8 out of 12 staff who are women | Negative - Detriment to female staff compared to males because of make-up of workforce |
| **Sexual Orientation** | Please see cross cutting | | Neutral |
| **Human Rights** | Please see cross cutting | | Neutral |
| **Health** | Worries surrounding job security may be heighten in staff who have Health conditions<br><br>Please see cross cutting | Occupational Health reports<br><br>Of the Health screening that was undertaken before formally offering a new job, there are at least 4 out of 12 staff for whom the Equality Legislation is likely to apply | Negative - This could heightened concerns of staff about any displacement |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Social & Economic Impact** | Worries surrounding job security may be heighten in lower payed staff - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | HR21 records<br><br>There are 4 out of 12 staff who are on the lowest grade within this structure | Negative - This could heightened concerns of staff about any displacement |
| **Cross Cutting** | Identify a "champion" to assist with understanding of this process for staff<br><br>Reiterate the commitment to no compulsory redundancies to mitigate against any heightened concerns | | Neutral |
| **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 3.1 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 | | | |
| **What is your recommendation for this policy?** | | | |
| Introduce | | | |

| **Please provide a meaningful summary of how you have reached the recommendation** |
| --- |
| EIA 555 details impact on staff. 3.1 staff in a current structure of 12 FTE, will be potentially displaced from the structure. There are:<br>8 out of 12 staff are women and this could therefore affect women more;<br>4 out of 12 staff are on the lowest grade and therefore affect them due to operational work being transferred to other Services;<br>At least 1 out of 12 staff is disabled and this could heightened concerns about being displaced;<br>At least 4 out of 12 staff have health conditions and this could heightened concerns about being displaced; and<br>1 out of 12 staff being 50 - 55 and this could heightened concerns about being displaced, as evidence suggests that those over 50 find it more difficult to regain employment. |

**Equality Impact Assessment record layout for information: Assessment Number 556**

| | |
|---|---|
| **Owner:** | Annabel Travers |

| | | | |
|---|---|---|---|
| **Resource:** | Regeneration | **Service/Establishment:** | Supply, Distribution and Property Service |

| | First Name | Surname | Job Title |
|---|---|---|---|
| **Head Officer:** | Annabel | Travers | Procurement Manager |

| | Include job titles/organisation |
|---|---|
| **Members:** | Annabel Travers, Procurement Manager, West Dunbartonshire Council;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Service, West Dunbartonshire Council |

| Please note: the word policy is used as shorthand for strategy policy function or financial decision | |
|---|---|
| **Policy Title:** | SDP01 Corporate Procurement Unit (CPU) - Transfer Non Regulated Procurements to Services |

| **The aim, objective, purpose and intended outcome of policy** |
|---|
| The remit of the category team within the CPU is to develop robust procurement and contract management activity that drive and enable business transformation and that aligns with national, local and Council strategies and delivers best value for money.<br><br>The aim of transferring non regulated procurements into other Services is to provide efficiencies to support the balance of the budget. Potential outcomes could be £109,962 of efficiencies per year. |

| **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy** |
|---|
| All Council Services, WD HSCP Services as well as Trade Unions. |

| | |
|---|---|
| **Does the proposals involve the procurement of any goods or services?** | N |
| **If yes please confirm that you have contacted our procurement services to discuss your requirements** | |

| **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)** | Y |
| **Relevance to Human Rights (HR)** | Y |
| **Relevance to Health Impacts (H)** | Y |
| **Relevance to Social Economic Impacts (SE)** | Y |

| **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?** |
|---|
| Annabel Travers, Procurement Manager, West Dunbartonshire Council - conducted this high level efficiency option regarding the CPU;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Services, West Dunbartonshire Council - interrogated this high level efficiency option;<br>Performance and Monitoring Review Group, West Dunbartonshire Council - where informed of this high level efficiency option;<br>Martin Rooney, Leader of the Council - was informed of this high level efficiency option; and<br>Michelle McGinty, Deputy Leader of the Council - was informed of this high level efficiency option. |

| | | | |
|---|---|---|---|
| If this high level efficiency option regarding the CPU 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 - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/<br><br>https://www.gov.scot/publications/older-people-employment-scotland/<br><br>The age profile in the current structure:<br>1 x staff = <24 years old<br>1 x staff = 25 -29 years old<br>1 x staff = 30 - 34 years old<br>4 x staff = 35 - 39 years old<br>3 x staff = 40 - 44 years old<br>1 x staff = 45 - 49 years old<br>1 x staff = 50 - 54 years old<br><br>There is 1 staff who is within the 50 - 54 years old category | Negative - This could heightened concerns of staff about any displacement, as evidence suggests that those over 50 find it more difficult to regain employment |
| **Disability** | Worries surrounding job security may be heighten in disabled staff - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | HR21 report<br><br>Disabled people in employment - House of Commons Library (parliament.uk)<br><br>There is at least 1 staff who is disabled | Negative - This could heightened concerns of staff about any displacement |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Gender Reassign** | Please see cross cutting | | Neutral |
| **Marriage & Civil Partnership** | Please see cross cutting | | Neutral |
| **Pregnancy & Maternity** | Please see cross cutting | | Neutral |
| **Race** | Please see cross cutting | | Neutral |
| **Religion & Belief** | Please see cross cutting | | Neutral |
| **Sex** | Worries surrounding job security may be heighten in women - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | There are 8 out of 12 staff who are women | Negative - Detriment to female staff compared to males because of make up of workforce |
| **Sexual Orientation** | Please see cross cutting | | Neutral |
| **Human Rights** | Please see cross cutting | | Neutral |
| **Health** | Worries surrounding job security may be heighten in staff who have Health conditions<br><br>Please see cross cutting | Occupational Health reports<br><br>Of the Health screening that was undertaken before formally offering a new job, there are at least 4 out of 12 staff for whom the Equality Legislation is likely to apply | Negative - This could heightened concerns of staff about any displacement |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Social & Economic Impact** | Worries surrounding job security may be heighten in lower payed staff - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | HR21 records<br><br>There are 4 out of 12 staff who are on the lowest grade within this structure | Negative - Detriment to lowest grade staff due to potential work being transferred |
| **Cross Cutting** | Identify a "champion" to assist with understanding of this process for staff<br><br>Reiterate the commitment to no compulsory redundancies to mitigate against any heightened concerns | | Neutral |
| **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 2.6 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 | | | |
| **What is your recommendation for this policy?** | | | |
| Introduce | | | |

| **Please provide a meaningful summary of how you have reached the recommendation** |
| --- |
| EIA 555 details impact on staff. 3.1 staff in a current structure of 12 FTE, will be potentially displaced from the structure. There are:<br>8 out of 12 staff are women and this could therefore affect women more;<br>4 out of 12 staff are on the lowest grade and therefore affect them due to operational work being transferred to other Services;<br>At least 1 out of 12 staff is disabled and this could heightened concerns about being displaced;<br>At least 4 out of 12 staff have health conditions and this could heightened concerns about being displaced; and<br>1 out of 12 staff being 50 - 55 and this could heightened concerns about being displaced, as evidence suggests that those over 50 find it more difficult to regain employment. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 561 | **Owner** | smclelland | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Nicola | Pettigrew | Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Nicola Pettigrew Scott Mclelland | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE01 - Reduction to ASB team | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | As part of current savings options (23/24) for above service the objective and purpose of this EIA is to outline impact to residents, stakeholders and staff. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Staff tenants Residents Police Scotland local TRA groups Community Councils Elected Members SFRS Safe and Stronger DIG ASB tasking Group Fire Reduction Group ASBOF ASBLEF WDTRO Environmental Health Greenspace Housing West Dunbartonshire Equality Forum | | | |
| | | | | |

| | |
|---|---|
| **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?**

Staff tenants Residents Police Scotland local TRA groups Community Councils Elected Members SFRS Safe and Stronger DIG ASB tasking Group Fire Reduction Group ASBOF ASBLEF WDTRO Environmental Health Greenspace Housing

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

There has been no consultation carried out as yet as no decision has been made however consultation would include Staff , TUs and all stakeholders affected.

**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 people are often affected by ASB or the perception of. This can be true of all age | A Fairer Scotland for Older People: Framework for Action. Older people want: "Opportunities | Face to face contact with tenants residents within this age group will be reduced. There will |

| | | | | |
|---|---|---|---|---|
| | group however more so in the older group/s. Physical and meaningful Engagement will be accessed by all groups and delivered by ASB staff. The reduction to the service to two officers will remove a high degree of services to the age group | to remain actively engaged with, and involved in, their communities" this reduction with remove significant engagement at TRA, face to face support for ASB and remove physical response to this age group | be no public meeting or engemange with this age group under ASB given this reduction. | |
| **Cross Cutting** | Participation across all protected groups is an opportunity to build community cohesion | People can simultaneous be members of more than one disadvantaged group, which can multiply negative outcomes | Participation will be challenged by this reduction as residents will see a negative signal that WDC don't care with any reduction to ASB services. | |
| **Disability** | Evidence suggests disabled people are more likely to be socially isolated, and less likely to be involved in community life than non disabled people. There will be very limited access to this group with reduction | This reduction will remove response and actions to this group moving them closer to social isolation. due to disability, are remaining indoors and more likely to be isolated. Local feedback suggests some success during lockdown, using digital methods and also phone calls, but this will not be good for everyone. | This reduction will remove response and actions to this group moving them closer to social isolation. | |
| **Social & Economic Impact** | Increased income (through training opportunities, increased benefit take up, community enterprise, social investment etc.), reduced expenditure (debt advice, community transport, local food production) and through sharing and redistributing | Involved, organised and empowered communities have greater economic and social strength. ASB service feed into this by working to make our communities safer. | The economic impact of any reduction to ASB services is yet to be fully realised in WDC Communities. Our work may need to focus much more on poverty and economic recovery and the cost of living crisis to come, there is an expectation that levels of crime | |

| | | | | |
|---|---|---|---|---|
| | recourses, communities can be impacted by Community Development and Capacity Building. | | and ASB will increase. | |
| **Sex** | ASB services currently engage in community activities which varies across age and gender. | Impact to engagement due to reduction of staff. Women are more likely to suffer domestic abuse and Gender based violence than men | Women are often more visible and available to engage with our Team due to childcare and other need to be out of doors even when formal/informal groups are not meeting. This reduction will remove platform to engage. | |
| **Gender Reassign** | Those under going or who have undergone gender reassignment can be particularly excluded from social and in civil society, it is important that people have an opportunity to participate in their community and give their opinion on things that might effect them. | Evidence suggest that trans people can be more socially isolated and more at risk of discrimination. This reduction will further isolate this group in terms of response and physical support. | Evidence suggest that trans people can be more socially isolated and more at risk of discrimination. This reduction will further isolate this group in terms of response and physical support. | |
| **Health** | Being Article 10) and the right to education (Article 2 of Protocol No. 1).e to participate, being represented and feeling able to make an impact on where you live can have an effect on both mental and physical health. | Our physical and social environment is the framework in which our lives take place and, depending on circumstances, it can provide us with opportunities or limit our potential (Scottish National Performance Framework). this reduction will impact significantly on responding to ASB within our communities and place a signal that | Efforts to engage people meaningfully about ASB community will be challenged by this reduction due to the lack of physical response. | |

| | | | |
|---|---|---|---|
| | | WDC do not care about social control within its communities. This is in line with signal crimes theory. | |
| **Human Rights** | Relevant under core civil rights, such as the right to respect for private and family life (Article 8 of the Convention), the right to freedom of expression (Ar | Awareness of Human Rights as part of everyday life is low, therefore its relevance, nationally there is increasing focus from the Scottish Government on giving Human Rights a more central place | Although not directly affecting HR, Considering the service from a Human Rights perspective can help inform inclusive practice however due to reduction in staffing this would adversely impact on your verbal guidance and physical response to cases. |
| **Marriage & Civil Partnership** | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation. Given the reduction there will be no support or physical response to this group. Given the reduction there will be no support or physical response to this group |
| **Pregnancy & Maternity** | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation. Given the reduction there will be no support or physical response to this group |
| **Race** | The ASB team Communities Team core function is to respond and address any ASB concerns for all protected groups. | People from BME groups are much more likely to be the subject of racist hate incidents and crimes 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 | This reduction will remove reporting platforms and response to any ASB concerns with the loss of physical engagement. |

| | | | |
|---|---|---|---|
| | | those groups. | |
| **Religion and Belief** | ASB services have always respected events and activities and would seek to avoid common times of worship | Event timing and venue can affect people ability to take part, with the reduction to two officers this now might not be achievable due to demand and loss of resources. | Event timing and venue can affect people ability to take part, with the reduction to two officers this now might not be achievable due to demand and loss of resources. There is also the aspect of restricted to no response with lower staffing to this group. |
| **Sexual Orientation** | Services need to be accessible including , those aiming to support participation and empowerment | Impact to engagement due to reduction of staff. | Whilst will ensure that we will design in engagement to be inclusive, in both genreral engagement, ahttps://www.equality-network.org/wp-ontent/uploads/2013/02/Community-Connections-1.-Engaging-LGBT-People.pdfnd where specific . We will face significant reduction to physical and verbal engagement with this group to the the reduction of staff |

**Actions**

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

There is high potential for some equality groups to be less frequently or meaningfully involved with the ASB Team due to this reduction. Face to Face engagement with subject citizen's at door step, in community meetings will be fewer to none. The service will only be able to offer telephony support. Moving to a phone based service, it is vital to have measures in place to allow access, e.g. an process to ensure that non English speakers can get through with Language Line support for calls. Phone based services may present more of a barrier to BSL users, and this would need to be mitigated. Part of these measures would be directed communication to people generally and certain groups particularly about changes/access in to the service. As noted systems to mitigate would need to be in place supported by staff training.

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

Yes. The policy will be monitored in line with decision on services.

**Q7 What is you recommendation for this policy?**

| Don't Introduce |
| --- |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 561 -HE01 (1) and (2) details potential negative impacts of this proposed service reduction, and necessary mitigation. The ASB team support all people across West Dunbartonshire which include all protected groups. These groups and membership is made up of people from equalities groups; most notably disabled people, older people and women. The suggested reduction's to service will have a negative impact of a range of protected groups and remove physical response and support to our most vulnerable residents in terms of ASB, case management and any pending legal action to remove/control the behaviours of Anti- Social offender's . Option 1 - Reduce ASB Service by 2 ASB backshift/weekend officers and no longer deal with non WDC tenure cases. However, retain 6 ASB Officers and 1 Team Leader (4 ASB Officers backshift/weekend shifts, 2 ASB Officers and Team Leader dayshift). This reduction would have significant impact on service provision, but enable WDC to continue to provide day/backshift and weekend provision (backshift/weekend 3pm-2am) for cases whereby there is WDC tenure involvement. However, the reality of this option being implemented would mean that the ASB service would only deal with calls if one of the parties involved were a WDC tenant. Option 2 - The reduction from 9 staff members to 2 will have an significant negative impact on our communities and protected groups. The impact to affected staff members will undoubtedly be catastrophic both from the employment loss and financial lose in a time where disposable income is non existent. Further to this, the knowledge and skill of the affected staff is irreplaceable and our partner agencies can't absorb this/their skilled work, again this will affect all protected groups and our 90k+ Tenants/Residents to who we serve if this reduction is adopted and implemented. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 567 | **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 Ricardo Rea Performance and Strategy Officer | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE02ab Apprenticeship pathway, Modern Apprenticeship Scheme options | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Reduction of Council investment in the Apprenticeship Pathway: affecting Modern Apprenticeships, foundation Apprenticeships, in-work progression. The assessment reviews the comparative impact of reducing the Council's annual investment of £250,000 by 20% and reducing the investment to £0. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Working4U delivers the apprenticeship pathway activity. This has contributed to West Dunbartonshire Council workforce development in a range of Council services recruitment and training of Modern Apprenticeships. It also has an impact on Education Services' and their access to the Foundation Apprenticeship scheme that assists young people to make the transition from school to work. Other stakeholders include HSCP services such as Care Services that are seeking to upskill their workforce. | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **Yes** |
| **Who will be affected by this policy?** | |

The Apprenticeship Investment Fund is managed by Working4U and is used as the basis for the Apprenticeship Pathway. This includes • Modern Apprenticeship Programme - Providing access to a modern apprenticeship either within the Council or the wider economy; • Foundation Apprenticeship Programme – support for young people at school to obtain sector specific training; and • In-work progression (as an alternative approach to adult apprenticeships). Improving people's position in the workplace through access to training that could lead to an increase in pay. Since 2018 the team has supported 407 people. This includes 290 people as Modern Apprentices or in-work progression (in work training to improve salary or position in the workplace). In addition in the past two years, the team has supported 118 people through Foundation

Apprenticeships, allowing school students to develop their understanding of careers and skill requirements in civil engineering, social care, childcare and business skills. Those affected will be: • young people in the 15-17 years age group being supported through the Foundation apprenticeship scheme; • Young people in the 16-24 years age group being supported though the Modern Apprenticeship programme; • Older workers seeking to improve their skill sets and secure better jobs with improved terms and conditions (increased salary).

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

The equalities impact assessment has been produced as part of the process for assessing the potential savings options being explored by the Council. The consultation has included elected members and senior council officials. 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 (Education, Housing, 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** | West Dunbartonshire has a population that has a higher than average number of people with no qualifications, a lower employment rate and the participation rate for school leavers is comparatively lower than the Scottish average and the average in the city region. The Apprenticeship Investment Fund provides access to opportunities for young people to achieve their career ambitions by providing access to good quality employment with associated qualifications. Apprentices learn real-life industry skills while they work towards a | There are a number of key statistics that demonstrate the need for investment in employability skills development for young people through apprenticeships. • NOMIS annual population survey: No Qualification Rate of 14.3% in West Dunbartonshire. Almost 4% higher than the Scottish Figure. • NOMIS annual population survey: Employment rate (70.6%) almost 3% lower than the figure for Scotland. • Scottish Government Initial School leaver destination survey: West Dunbartonshire has a figure of 91% for school leavers securing a positive destination. This is | Using a scale from no impact through, slight (low impact), moderate (between no impact and severe); serious (not the worst case, but extremely challenging) and severe (worst case with significant negative impact). Given the scale of challenges faced in West Dunbartonshire, a 20% reduction of investment in modern and foundation apprenticeships (reducing the fund by £50,000 each year) will have a negative but moderate impact on access to opportunities for young people. Reducing the contribution to the improvement of |

| | | | |
|---|---|---|---|
| | qualification that's accredited by the Scottish Qualifications Agency. | approximately 4% lower than the figure for Scotland. | school leaver destinations, improving the qualifications and increasing the employment rate. Ending support for the apprenticeship pathway by reducing the investment fund to £0 will have a severe impact. West Dunbartonshire will lose the ability to influence key indicators: qualification levels and employment rate, that have an impact on the quality of life for residents. It will have a negative effect on the opportunities available and will reduce access to good quality employment. |
| **Cross Cutting** | | | |
| **Disability** | The Council has committed to increasing workforce diversity in its Equality Outcomes for 21-25 | The work in this area had a part to play in supporting these outcomes | It is possible that reduction may negatively impact on the ability of the Council to achieve its equality outcomes |
| **Social & Economic Impact** | West Dunbartonshire has a population that has a higher than average number of people with no qualifications than the Scottish average and the average in the city region. The Apprenticeship Investment Fund provides the foundation for providing additional support that will provide access to | There are a number of key statistics that demonstrate the need for investment in employability skills development for young people through apprenticeships. • NOMIS annual population survey: No Qualification Rate of 14.3% in West Dunbartonshire. Almost 4% higher than the Scottish | Using a scale from no impact through, slight (low impact), moderate (between no impact and severe); serious (not the worst case, but extremely challenging) and severe (worst case with significant negative impact). Given the scale of challenges faced in West Dunbartonshire, a 20% reduction of |

| | | | |
|---|---|---|---|
| | opportunities for people to progress within the workplace. They will achieve this by securing the relevant qualifications required for advancement in their chosen professions. Those supported with in-work progression learn the industry skills and work towards a qualification within their workplace that's accredited by the Scottish Qualifications Agency. This includes support to achieve the required (mandatory) qualifications to work in the care sector. | Figure. • NOMIS annual population survey: Employment rate (70.6%) almost 3% lower than the figure for Scotland. | investment in modern and foundation apprenticeships (reducing the fund by £50,000 each year) will have a negative but moderate impact on our ability to continue with the in-work progression for those working in the care sector. Reducing the contribution to improving the qualifications and the development of a skilled workforce. Ending support for the apprenticeship pathway by reducing the investment fund to £0 will have a severe impact. West Dunbartonshire will lose the ability to influence key indicators: qualification levels that have an impact on the quality of life for residents. It will have a negative effect on the opportunities available; reduce in work progression and affect residents access to opportunity. |
| **Sex** | The Council has committed to increasing workforce diversity, and reducing gender segregation in certain roles in its Equality Outcomes for 21-25 | The work in this area had a part to play in supporting these outcomes | It is possible that reduction may negatively impact on the ability of the Council to achieve its equality outcomes |
| **Gender Reassign** | | | |
| **Health** | | | |

| | | | |
|---|---|---|---|
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council has committed to increasing workforce diversity in its Equality Outcomes for 21-25 | The work in this area had a part to play in supporting these outcomes | It is possible that reduction may negatively impact on the ability of the Council to achieve its equality outcomes |
| **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 comparison of options has been produced as a direct result of the need to identify potential savings that will contribute to the Council budget deficit. There will be a negative impact in applying both reductions: a 20% reduction equivalent to £50,000 reduction each year; or a full reduction of £250,000 each year with investment in apprenticeships reduced to £0. We have used a scale from no impact to severe impact to illustrate the impact and as a basis for decision making. • no impact; • slight (low impact), • moderate (between no impact and severe); • serious (not the worst case, but extremely challenging); and • severe (worst case with significant negative impact). The reduction of the apprenticeship investment fund by 20% will be moderate. The team will be able to continue to deliver support that will support young people to secure opportunities and older people to achieve in-work progression. The Team, through contracting National Programmes and prudent use of the annual apprenticeship investment, has levered a further £1.4m into West Dunbartonshire. This has been used to ensure we have the appropriate expertise to deliver apprenticeships, manage and deliver training and support and pay for ongoing training and college costs for the apprentices. Maintaining the Apprenticeship Fund will allow the gains to be consolidated and continue the leverage of funds to West Dunbartonshire, albeit on a lower scale. The reduction of the Apprenticeship investment fund to £0 will be severe. The capability and expertise to support young people into careers and older people's in-work progression will be lost. We will not be able to support any activity and as a result West Dunbartonshire workforce development plans will be seriously affected. In addition the potential for levering in funds through national programmes will be lost.

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

This will depend on the decisions regarding the level of apprenticeship investment that the Council makes. If the decision is to reduce the investment to £0 there will be no capacity to monitor the impact.

**Q7 What is you recommendation for this policy?**

Modify

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

EIA 567; This assessment details impacts of this proposals which forms part of a suite of reductions to Working4U service provision. The option to reduce the apprenticeship investment will have a substantial negative impact on the Council's ability to provide support for young people making the transition from school to work. It may also negative effect progress on the Councils Equality Outcomes for 21-25. Of the options identified the preferred option would be to reduce the investment fund by 20%, saving £50,000 each year. Although this also has a negative effect on the Council's ability to support young people, the effect is much less profound.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 569 | **Owner** | LPENNYCOOK | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Ed |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Kathy | Morrison | Senior 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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | EDU-03 Reduce Learning Assistants | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | This reduction represents three Learning Assistant posts, allocated in addition to centrally allocated learning assistants at our Early Learning and Childcare Centres (ELCC). Deletion of the additional posts would limit capacity to provide additional support where required. A reduction in hours of Learning Assistant at ELCC will impact targeted support provided to children with additional support needs/learning requirements. There is one vacant post and two posts contracted to June 2023 (the vacancy will not be filled). Both posts are allocated for additional support for children with significant needs. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | HT/HOC's, HR, TU's, Finance Officers and Education 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.** | **Yes** |
| **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?** | |
| Decisions taken will impact on services to children and young people and on staff who deliver these services. A reduction in hours of Learning Assistant at ELCC will impact targeted support provided to children with additional support needs/learning requirements. | |
| **Who will be/has been involved in the consultation process?** | |
| These are temporary posts which are allocated on a needs basis to our ELCC on a school sessional basis. The posts are fixed term contracts which would not be renewed. Consultation with HT/HOC's, HR, TUs, Finance and staff involved. | |
| **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** | 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. | ASN support is provided to pupils some of whom are disabled in terms of the Equality Act 2010. | Reduction may negatively impact on disabled pupils and their families. |
| **Social & Economic Impact** | The numbers of children with additional support needs and the complexity of their needs has increased at ELC. 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. | | Positive Impact Reduction in staff costs. Negative Impact Learning assistants are almost all women who are unqualified workers, often working in two jobs to support their own children and families. Therefore, this reduction would impact those who are in one of the lowest paid groups of workers in the Council. There will be less staff available to support children with additional support needs. |
| **Sex** | Need to assess differential impacts | There are more female than male learning assistants. | Women are more likely to be negatively impacted by the reduction in posts. |
| **Gender Reassign** | | | |
| **Health** | | | |
| **Human Rights** | UNCRC The numbers of children with additional support needs and the complexity of their needs has increased at ELC. Some children are adversely impacted by poverty. The nature of support | | Negative Impact Learning assistants are almost all women who are unqualified workers, often working in two jobs to support their own children and families. Therefore, this reduction would impact those who |

| | | | |
|---|---|---|---|
| | 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. | | are in one of the lowest paid groups of workers in the Council. There will be less staff available to support children with additional support needs. |
| **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 staff involved. HR monitoring of the demographic of staff potentially affected. Monitoring will be carried out on a termly basis.

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 569 details impact: These are temporary posts which are allocated on a needs basis to our ELCC on a school sessional basis. The posts are fixed term contracts which would not be renewed. Research has been carried out in consultation with the following: GIRFEC Children and Young People (Scotland) Act 2014 Recommendations UNCRC Best Start: Strategic early learning and childcare plan for Scotland 2022-26 A key outcome of the Best Start Plan is children's development improves and the poverty related outcome gap narrows.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 578 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE07ab Assessment of impact reduction to W4U of 8% or 25% | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Consider the impact on services as a result of reduction in budget income by 8% and by 25% | | | |
| | | | | |
| | **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **Yes** |
| **Who will be affected by this policy?** | |

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,

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 | There are two options for consideration. Both of these option focus on staff costs. • Option 1 Reducing internal costs by 8%; • Option 2 Reducing internal costs by 25%. Option 1: Reducing internal staff costs by 8% The value of staff costs that are funded through the Council's core budget is approximately £2.29m. Reduction of Working4U service by 8% will have a value of £183,351. This will affect approximately 4.5 members of staff all of whom will, by necessity of our funding sources, come from either our Community Learning and Development team |

| | | | | |
|---|---|---|---|---|
| | 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. • 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 | 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 | or our welfare benefits/debt team or a combination of both. This will have an impact on both team's 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 4.5 ftes in Welfare Rights is equivalent to a 20% reduction of this team. Leading to lower level of benefit 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. The welfare rights team has, on average each year, supported residents to maximise benefit income with a value of £7.2m and managed debt £2.4m: 8% reduction equivalent to 20% of the team will lead to a loss of £1.4m in | |

| | | | | |
|---|---|---|---|---|
| | jobsearch momentum and participating in learning without professional, expert support. | 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 | annual income for most disadvantaged residents and reduction in managing debt of approx. £480,000 A reduction of 4.5 ftes in Community Learning will be the equivalent of a 20% reduction of the team (youth/adult literacies, youth diversionary activities, summer programmes). The result will be a decrease in adult literacy support and youth diversionary activities, school holiday programmes and youth representation. This savings option will place more pressure on schools, police and other services to address the absence of these services. The teams have contributed to 993 people entering education or training; and 457 people gaining a qualification. 20% reduction will lead to fewer people securing access to learning opportunities (200 fewer); and 90 fewer people securing a qualification. Option 2: Reducing internal staff costs by 25% Reduction of Working4U service by 25% will generate a potential saving value of £572,971. This will | |

| | | | | |
|---|---|---|---|---|
| | | | affect 18.3 FTE. All of whom will, by necessity of our funding sources, come from either our Community Learning and Development Team or our Welfare Benefits/Debt Team or a combination of both. The effect of this level of saving on both welfare rights and community learning would be significant. 18.3fte is equivalent to 75% of the staff in each team. This represents a substantial reduction in the teams' activity and will have a significant impact on the lives of those people that W4U targets for support. For example, this would lead to a reduction of income generated for the most disadvantage in West Dunbartonshire by £5.4million each year. The number gaining qualifications would be reduced 342 people and the number entering education and/or training would reduce by 342 people. The table below provides a summary of the comparative reduction in productivity associated with 8% | |

| | | | |
|---|---|---|---|
| | | | and 25% reduction in budget. Total Value (£) of Income Generated: £7.2million (8%) £1.4m (loss) (25%) £5.4m (loss) Value (£) of new debt managed: £2.49m (8%) £0.48m (loss) (25%) £1.86m (loss) Number entering education or training 993 (8%) 198 (fewer) (25%)744 (fewer) Number gaining a full qualification 457 91 (fewer) (25%) 342 (fewer) *8% reduction is equivalent to 20% of the staff complement in teams likely to be affected **25% is equivalent to 75% of the staff complement in teams likely to be affected Sharing the reduction between both teams will reduce the impact. However in both cases it will have an impact on the services ability to maintain the current level of service provision at a time when demand from the most disadvantaged people in West Dunbartonshire is intensifying. |
| **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** | Our child poverty report notes women people as priority group | Women comprise 90% of single parents who are more likely to be income deprived | Reduced provision may affect women disproportionately compared to men |
| **Gender Reassign** | | | |
| **Health** | | | |
| **Human Rights** | Human Rights Act; For example Article 8 family life UNCRC (Best practice) | The work of W4U supports elements of human rights | Reduced provision may negatively affect the fulfillment of rights |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | Cross cuts with sex | Cross cuts with sex | Cross cuts with Sex |
| **Race** | Our child poverty report notes people from BME groups as a priority group | People from BME groups more likely to me 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 you recommendation for this policy?**

Modify

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

Assessment 578 provides information about the impact of a budget reduction of 8% and 25% for Working4U. The information will be used as part of the option assessment. A 25% reduction will have a substantial impact on service provision affecting the most vulnerable households in West Dunbartonshire. While an 8% reduction has less of an impact it should be considered in light of changes within other funding sources that Working4U currently has available. Reductions in European Funding and No One Left Behind Funding, which have yet to be decided, will have a further negative impact beyond the savings required by the Council. Reductions show potential negative impacts for some groups in particular women, disabled people, children people from BME Groups.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 579 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE08d Assessment of impact - WDCAB | | | |
| | **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 90%. WD CAB currently receives £349,137 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** | |
| ***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)** | **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?** | |
| 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** | WDCAB 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: • 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 | 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 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 | 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. WD CAB receives £349,137 each year from West Dunbartonshire Council. • Option 1 Reducing grant by 25% (£87,284) – remaining grant £261,853. • Option 2 Reducing internal costs by 50% (£174,569) – Remaining grant £174,569. • Option 3 Reducing grant by 75% (£261,853) Remaining Grant £87,284. • Option 4 reducing the grant by 90% (£314,223) Remaining Grant £34,914. 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 |

| | | | | |
|---|---|---|---|---|
| | assistance can lead to errors; • Appeals without help can lead to wrong decisions; • Understanding welfare reform is difficult. | 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 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 | delivered through the use of the funds provided by the Council. These indictors will be reduced in proportion to reduction of funds. These indicators include: • Number of people receiving support (4,300) • Value of income generated (£750,000) • Total value of reduced liability to debt (£425,000) • Number establishing a debt strategy (85) • Number advised with housing issues (770 ) • Number provided with consumer rights issues (250) • Number provided with employment rights issues (800) • Number supported with advice on energy issues (600) Option 1 reducing WD Council grant by 25% (£87,000 reduction). Taking into account other funding WDCAB receives we estimate a reduction in performance indicators to be: • Number of people receiving support (4,300) reduced to 3,639. • Value of income generated (£750,000) reduced to £634,000 • Total value of reduced liability to debt (£425,000) reduced to £359,000 • | |

| | | | | |
|---|---|---|---|---|
| | | 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 | Number establishing a debt strategy (85) reduced to 72 • Number advised with housing issues (770 )reduced to 652 • Number provided with consumer rights issues (250) reduced to 212 • Number provided with employment rights issues (800) reduced to 677 • Number supported with advice on energy issues (600) reduced to 508 Option 2 reducing WD Council grant by 50% (£174,659 reduction). Taking into account other funding WDCAB receives we estimate a reduction in performance indicators to be: • Number of people receiving support (4,300) reduced to 2,900. • Value of income generated (£750,000) reduced to £519,000 • Total value of reduced liability to debt (£425,000) reduced to £290,000 • Number establishing a debt strategy (85) reduced to 59 • Number advised with housing issues (770 )reduced to 533 • Number provided with consumer rights issues (250) reduced to 173 • Number provided with employment rights | |

| | | | | |
|---|---|---|---|---|
| | | | issues (800) reduced to 554 • Number supported with advice on energy issues (600) reduced to 416 Option 3 reducing WD Council grant by 75% (£261,853 reduction). Taking into account other funding WDCAB receives we estimate a reduction in performance indicators to be: • Number of people receiving support (4,300) reduced to 2,300. • Value of income generated (£750,000) reduced to £400,000 • Total value of reduced liability to debt (£425,000) reduced to £230,000 • Number establishing a debt strategy (85) reduced to 46 • Number advised with housing issues (770 )reduced to 415 • Number provided with consumer rights issues (250) reduced to 135 • Number provided with employment rights issues (800) reduced to 431 • Number supported with advice on energy issues (600) reduced to 323 Option 3 reducing WD Council grant by 75% (£314,223 reduction). Taking into account other funding WDCAB receives we estimate | |

| | | | | |
|---|---|---|---|---|
| | | | a reduction in performance indicators to be: • Number of people receiving support (4,300) reduced to 1,900. • Value of income generated (£750,000) reduced to £335,000 • Total value of reduced liability to debt (£425,000) reduced to £190,000 • Number establishing a debt strategy (85) reduced to 38 • Number advised with housing issues (770 )reduced to 344 • Number provided with consumer rights issues (250) reduced to 112 • Number provided with employment rights issues (800) reduced to 358 • Number supported with advice on energy issues (600) reduced to 268 Note: The figures provided are estimates based on WD Council funding reduction while other funds remain in place. All options will lead to a reduction in the number of people from disadvantaged communities and families receiving support. The 90% reduction option resulting in a 65% reduction in the support available through CAB services. | |
| **Disability** | Our child poverty | Disabled people and | Reduced provision | |

| | | | |
|---|---|---|---|
| | report notes disabled people as a priority group | those living in a household with a disabled person are more likely to be income deprived | 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** | 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. | 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 UNCRC (Best practice) | The work of WD CAB supports elements of human rights | 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 me 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 you recommendation for this policy?**

Modify

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

EIA 579: The equality impact assessment provides an overview of the differing impacts of a range of options from 25% to 90%. The choice of option will be based on the scale of budget gap and the range of contributions from other sources.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 580 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE08e Assessment of impact - 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% and 90%. Y-sortit currently receives £156,124 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** | |
| ***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)** | **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?**

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** | 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 | 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 three special need 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 (95.5%). Similarly | Y-sortit receives £156,124 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 90% will have a negative effect on their ability to deliver services. 25% reduction has a value of £39,000. This will have a low impact and will require some consideration of the priorities that organisation's focus and activities delivered on behalf of the Council. 50% reduction has a value of £76,062. This will have a 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 £117,000. This will have a medium to high impact and will |

| | | | | |
|---|---|---|---|---|
| | 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. | the participation rate in West Dunbartonshire (90.8%) compares unfavourably with the GGandC 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%. | 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 with Working4U taking on some of the activities. 90% reduction will have a high impact and will require a review of activities, co-ordination of priorities and an assessment to identify which of the activities could be taken on by Working4U and youth alliance partners. | |
| **Cross Cutting** | There is a need to recognise that young people who access youth services often have compounded barriers or obstacles. | 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 Scottish Government (2015) Scotland's Carers | Understanding the impact on young 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 | 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. | |

| | | | |
|---|---|---|---|
| | 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 | | |
| **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 accessing adequate play, leisure and culture opportunities. This is cross cutting with sexual orientation | 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. |
| **Health** | 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 | 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 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 | 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 |

| | | | |
|---|---|---|---|
| | 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 | /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 | positive impact. |
| **Human Rights** | | | |
| **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 | 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 |

| | | | |
|---|---|---|---|
| | | culture opportunities. 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 will continue to deliver Youth services. The impact of the reduced input for Ysort it will be monitored and reported on through the various lines of accountability for the Community learning and Development plan

**Q7 What is you recommendation for this policy?**

Modify

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

EIA 580: The equality impact assessment provides an overview of the differing impacts of a range of options from 25% to 90%. 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** | 588 | **Owner** | cenglish | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Clare | English | Communities Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Clare English - Communities Manager Stephen Brooks - W4U Manager | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE04bc Communities Team reduced by 50% or Restructure W4U YL CT and CPP Support | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Reduction in costs related to Communities Team staffing. The assessment reviews the comparative impact of reducing the Communities Team by 50% and restructuring the team to merge with Working4U Youth learning and include the CPP Support function. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Communities, Working4U and associated HR and Business Partners | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?**

Communities Team – 21 Staff; W4U Youth Learning Team – 19 staff; dependant on savings option selected. Communities across West Dunbartonshire.

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

The equalities impact assessment has been produced as part of the process for assessing the potential savings options being explored by the Council. The consultation has included elected members and senior council officials

**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** | CLD services are targeted at children, young people and adults who are experiencing | 27.4% of children across West Dunbartonshire are living with poverty. Children born into | 50% reduction - reduction in staff therefore potential negative impact on older members of |

| | | | |
|---|---|---|---|
| | disadvantage accessing services and often have limited resources. This includes lone parents, disengaged young people, and people with limited qualifications. pre-pandemic WD had higher levels of youth unemployment than Scotland. | poverty are more likely to experience mental health problems. The evidence from the pandemic economic impacts to date shows that young people (aged 16-24 years) have been disproportionately affected. All Age UK have noted that there has not been as big an upsurge in the use of digital technology among older people since 2020 as is assumed by some. | staff 50% reduction - Community impact negative, reduction in support for age focused groups and interventions Restructure Staff impact - reduction in staff therefore potential negative impact on older members of staff Restructure Community impact - limited or no impact |
| **Cross Cutting** | Intersectionality and multiple discrimination need to be taken into account. Need to progress Councils equality outcomes and aspirations. Need to support Council BSL action plan. | WD has higher than Scottish and UK levels of deprivation and child poverty which has multiple negative outcomes for people living in poverty and with limited access to CLD services. Living in poverty is a significant determinant of both physical and mental health. Many of the groups who were already struggling with poverty have borne the brunt of the pandemic and the cost of living crisis and things will get more challenging. | 50% reduction - staff impact 50% reduction - Community impact Restructure Staff impact -Restructure Community impact - Positive impact anticipated as a holistic approach to support service users is fundamental to the 3 Year Plan - staff will continue to access training and support to understand the complex needs of service users and consultation with service users will continue to influence service design. We will ensure appropriate training and support for staff The service will ensure best communications practice informed by the Council's Communicating Effectively Guidance. |

| | | | | |
|---|---|---|---|---|
| **Disability** | We have legal duty to ensure that services are accessible to disabled people. This duty is anticipatory. CLD services are open to all however a particular risk group are those with disabilities or long term health issues. Risk of poverty is much higher for disabled people. Older people are more likely to be disabled than younger people, and only 17% of people who eventually have impairment are born with this. WDC is committed to ensuring BSL users are supported to access services, so that they can improve their quality of life. The Councils BSL Action Plan is relevant in terms of service accessibility. | Disabled people more likely to be in poverty. WD has a higher percentage of disabled people than Scotland on this measure. 23% of those who live in a household with a disabled household member live in poverty. Disabled people are more reliant on public transport | 50% reduction - staff impact potential negative impact on staff with a disability 50% reduction - Community impact negative, reduction in support for disability focused groups and interventions Restructure Staff impact - potential negative impact on staff with a disability Restructure Community impact - limited or no impact | |
| **Social & Economic Impact** | Many economically disadvantaged people in WD have poorer health outcomes, have lower levels of qualifications and fewer qualifications at all levels compared to Scotland, are more likely to be digitally excluded. Poverty impacts peoples ability to feed, clothe, heat their homes for themselves and their families. | OVID has had a greater negative impact on already disadvantaged groups. Cost of living crisis is going to have a major impact on people already living in poverty. It will push more people into poverty as fuel costs, food bills increase. | 50% reduction - negative staff impact 50% reduction - Community impact, negative - reduced support to Communities and groups who require or provide support to residents facing economic hardship, this negative impact is intensified with the cost of living crisis and goes against the councils anti poverty efforts Restructure Staff impact - negative | |

| | | | | |
|---|---|---|---|---|
| | | | impact Restructure Community impact , limited or no impact. Work will continue through the Community Empowerment Strategy priority projects and the focus throughout on the Cost of Living Crisis - CLD services are targeted at individuals and communities most in need of social, personal development activities so the impact should be positive for this group. Youth Empowerment and participation enables young people to influence decision making in WD. CLD practitioners are always investigating ways to remove barriers to participation | |
| **Sex** | Women face multiple discrimination, including disabled women, women from Black and Ethnic Minority (BME) communities, refugee and asylum seekers, lesbian, bisexual and Trans (LGBT+) women, and older women. In the preCOVID-19 labour market, women were unequal in pay, participation and progression due to drivers including | The gap between women's and men's earning is bigger in WD than for Scotland. WD domestic violence rates are higher than Scotland. | 50% reduction - staff impact reduction in staff therefore potential negative impact on female members of staff 50% reduction - Community impact negative, reduced support to discrimination focused groups and interventions Restructure Staff impact -reduction in staff therefore potential negative impact on female members of staff Restructure | |

| | | | | |
|---|---|---|---|---|
| | occupational segregation, job valuation, discrimination, and time available to work. 38% of single women with children are living in poverty. In 2019-20 4 out of 5 victims of domestic abuse were female. Males are 2.6 x more likely to die by suicide in Scotland than females. Gender-based violence is experienced unequally, with 17% of women and 7% of men having experienced the use of force from a partner or ex-partner at some point in their lives. | | Community impact - no or limited impact anticipated continuation with 3 Year Plan links with Child poverty plan for WDC and actions align with CP indicators. Teams adhere to Child Protection policies and reporting within WDC. Staff are fully trained on guidance and remain up to date with any changes. | |
| **Gender Reassign** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all users. People who identify as LGBTQIA+ have higher rates of common mental health problems and lower wellbeing than heterosexual people. | LGBTQIA+ people more likely to be income deprived. Going through a gender reassignment means legally changing almost every recorded document that has your birth name and given gender on it. This can include things like bank details. | 50% reduction - staff impact r no impact 50% reduction - Community impact negative, reduction in support for gender reassignment focused groups and interventions Restructure Staff impact - no impact Restructure Community impact - We will continue to ensure that our workers have appropriate knowledge and expertise to support service users. limited or no impact | |
| **Health** | In the most affluent areas of Scotland, men experience 23.8 more years of good health and women | WD is an area of substantial deprivation and health outcomes for WD compared to | 50% reduction - no staff impact at this point 50% reduction - Community impact negative, reduction | |

| | | | | |
|---|---|---|---|---|
| | experience 22.6 more years compared to the most deprived areas. The life expectancy of people with learning disabilities is substantially shorter than the Scottish average. | Scotland are a concern. Longer term effects of COVID 19 are unknown. Poverty has huge impacts on health inequalities. | in support and services for health focused groups and interventions, reduced partnershipp working with CPP colleagues, Public Health, shaping Places for Wellbeing project and HSCP Community Empowerment involvement. Restructure Staff impact - not st this point Restructure Community impact - No Or limited impact with continuation of Positive impact anticipated through the CLD 3 year plan outlines engagement services to ensure accessibility to service users with health and disabilities including engagement with specialist services- outreach activity to those who require it. WD residents have reported that participating in CLD activity has impacted positively on their health and wellbeing. | |
| **Human Rights** | WDC needs to up hold human rights. The Council is a duty bearer. UNCRC - young peoples rights. | Scottish Human rights Commission Human Rights Report Card 2022 UNCRC - CLD staff are part of the working group for WDC. | 50% reduction - no staff impact 50% reduction - Community impact negative, reduction in support and interventions for all groups Restructure no Staff impact - Restructure Community impact - No or limited impact and continued | |

| | | | |
|---|---|---|---|
| | | | Positive impact for people in West Dunbartonshire including adults, young people and children. The 3 year plan will deliver CLD services in WD where anyone is able to obtain the information and advice and support they need, when they need it and obtain access in the way they need it. |
| **Marriage & Civil Partnership** | N/A | N/A | N/A |
| **Pregnancy & Maternity** | Poverty is both a cause and a consequence of teen pregnancy. More than 60% of young, unmarried mothers live in households that qualify as being in poverty. | Young lone parents are more likely to be income deprived. vittana.org/teen pregnancy- and poverty | 50% reduction - no staff impact at this point 50% reduction - Community impact negative, reduction in support for parenting or lone parent focused groups and interventions Restructure Staff impact - no impact at this time Restructure Community impact - no impact at this time. |
| **Race** | Risk of poverty is much higher for black minority ethnic people compared to white people. WDC has comprehensive translation and interpreter services which service users and providers can access as required. | Those from minority ethnic groups are more likely to live in deprived areas and in poverty. People from Black groups are twice as likely to be unemployed as people from white communities. Child poverty is higher in BME groups. There is increasing ethnic diversity in WD. | 50% reduction - no staff impact 50% reduction - Community impact negative reduction in support for ethnic minority groups groups and interventions Restructure Staff impact - no impact Restructure Community impact - limited or no impact |
| **Religion and Belief** | Services need to be inclusive and accessible. Services ensure | There is increasing religious diversity in West Dunbartonshire. | 50% reduction - no staff impact at this point 50% reduction - Community impact |

| | | | |
|---|---|---|---|
| | confidentiality of information for all users. | | negative, reduction in support and interventions for religious groups Restructure Staff impact - no impact Restructure Community impact - No Or limited impact.We will continue to ensure that our workers have appropriate knowledge and expertise and cultural competence. CLD teams have well established links with national organisations who have resources and training on a range of topics including sectarianism, Nil by Mouth etc. |
| **Sexual Orientation** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all users | LGBTQIA+ people are likely to earn less than heterosexual people and are more likely to live in deprived areas. | 50% reduction - staff impact 50% reduction - Community impact negative, reduction in support and interventions for LGBTQIA+ groups Restructure Staff impact -Restructure Community impact - No or limited impact. We will continue to ensure that our workers have appropriate knowledge and expertise. There is currently a LGBTQIA+ group for young people in WD supported by the Youth Learning Team. |

**Actions**

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

The comparison of options has been produced as a direct result of the need to identify potential savings that will contribute to the Council budget deficit. There will be a negative impact in applying both reductions: a 50% reduction across the Communities team or a restructure for the Communities Team with W4U Youth learning and incorporation of Community Planning support. We have used a scale from no impact to severe impact to illustrate the impact and as a basis for decision making. • no impact; • slight (low impact), • moderate (between no impact and severe); • serious (not the worst case, but extremely challenging); and • severe (worst case with significant negative impact). A 50% reduction would be severe, leaving the Communities team unable to operate effectively and unable to meet key strategic and operational priorities. The Team is currently under-resourced to address the significant challenges our communities face. This budget reduction would stop: most progress; impact; and reach of the Council's Community Empowerment ambitions; outlined in the Community Empowerment Strategy and associated action plan which have been developed in response to the Community Empowerment (Scotland) Act 2015. The impact of this option would be particularly pronounced given the cost of living crisis and the critical role community development will play in identifying and supporting local groups and local solutions. Significantly, this will result in less resilient communities which in turn will lead to greater demands on scarce council resources. Three main areas affected: • Community resilience; • Anti-poverty; • Community safety The option to restructure the Communities team and Working4U Youth Learning Team will be moderate, in relation to staff impact from resulting job losses. The positive side being the creation of a combined and more efficient operating model, ensures the new team continues to meet key strategic, operational and emerging priorities. It will also enable the continuation of the community planning function (currently within the CCF service area). The proposed restructure will have positive impacts that include reduce overall costs of the service but strengthen ability to lever external funding. This would reduce the pressure on council services and council budgets more widely and it a more strategic option than simply reducing the budget of the team with all the negative impacts that brings. A restructure would positively impact: • The Council's Community Empowerment ambitions, ensuring that Youth Empowerment and continuing engagement and participation is a key factor of the Community Empowerment Strategy and associated action plan which have been developed in response to the Community Empowerment (Scotland) Act 2015. • UK Shared prosperity Projects with the overarching aim of building pride in place and increasing life chances would benefit greatly from a Youth perspective. Projects will support interventions to; Reduce Anti-Social Behaviour; Reduce Unlawful Fire raising; Focus on our estate (social housing) work and wider community input e.g. community clean up initiatives; Improve mental health and wellbeing; Increase community engagement. • Supporting Communities throughout the cost of living crisis and the critical role community development will play in identifying and supporting local groups and local solutions. An immediate example being the Food Insecurity funding, group management and the development of a Food Pantry Network, aligning with the council's anti-poverty efforts. • Community safety with a collaborative approach between the Youth Outreach team and the public space CCTV team. A Communities and Police Scotland partnership would have additional intelligence with regard to Youth hotspots and behaviours but more importantly reduce police intervention and introduce young people to resources and services that can lead to positive life outcomes such as education enrolment, increased work experience, employment, and wider attainment. • Providing a focus for partnership working at neighbourhood level, through Community Planning that targets specific local circumstances. This will focus on where partners' collective efforts and resources can add the most value to their local communities, with particular emphasis on reducing inequality

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

This will depend on the decisions regarding the savings option that the Council makes. If the decision is to reduce the Communities Team by 50% there will be a significant negative impact on Communities across West Dunbartonshire, this will be monitored through Community consultation and reported annually. If the restructure option is taken there will be no requirement to monitor the impact

| **Q7 What is you recommendation for this policy?** |
| --- |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 588 details potential impacts of the options: In summary, Option 1 will result in a 50% reduction in staffing and a potential 70% reduction in services delivered. This will have a severe equalities impact on West Dunbartonshire residents and their Communities. It will also have a negative impact on staff within the Communities and Youth Learning teams who are ineligible for voluntary severance or early retirement. Option 2 - The restructure of the Communities Team; Youth Learning and Community Planning Support will result in a 27.5% reduction in staffing across two teams, having a negative impact ( though less severe than Option 1) for those staff ineligible for the early retirement or voluntary severance option. For West Dunbartonshire residents and their Communities there will be no or limited impact. There will be a positive equalities impact from the alignment continuation and development of services across both the Communities and Youth Learning portfolios. The alignment in conjunction with the Community Planning Support function will result in a more efficient operating model. There will be no or limited impact on Service delivery and the capacity to apply for and deliver on externally funded projects and ensure social return on investment. The recommended budget option is therefore Option 2 - restructure of the Communities Team, Youth Learning and the community Planning Support Function. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 592 | **Owner** | smclelland | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Nicola | Pettigrew | Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Nicola Pettigrew Tracy Crichton | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE 11 - Reduction to Tenant Liaison Service (TLO) | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | As part of current savings options (23/24) for above service the objective and purpose of this EIA is to outline impact to residents, stakeholders and staff. The TLO service support all tenants across West Dunbartonshire which include all protected groups. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Staff Tenants Residents Local TRA groups Elected Members Housing West Dunbartonshire Equality Forum | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?**

Staff tenants Residents Police Scotland local TRA groups Community Councils Elected Members SFRS Safe and Stronger DIG ASB tasking Group Fire Reduction Group ASBOF ASBLEF WDTRO Environmental Health Greenspace Housing

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

There has been no consultation carried out as yet as no decision has been made however consultation would include Staff , TUs and all stakeholders affected.

**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 people are often affected by challenging tenants or the perception of. This can be true of | A Fairer Scotland for Older People: Framework for Action. Older people want: "Opportunities | Face to face contact with tenants residents within this age group will be reduced. |

| | | | |
|---|---|---|---|
| | all age group however more so in the older group/s. Physical and meaningful Engagement will be accessed by all regarding challenging tenants and the proposed reduction to the service by two officers will remove a high degree of service to the age group delivered by TLO | to remain actively engaged with, and involved in, their communities" this reduction could see significant unwanted engagement at TRA, face to face support for issues and remove physical response to this age group | |
| **Cross Cutting** | Participation across all protected groups is an opportunity to build community cohesion | People can simultaneous be members of more than one disadvantaged group, which can multiply negative outcomes | Reduction in capacity within the service will mean there is less opportunity to engage with communities and build on community safety and cohesion. |
| **Disability** | Evidence suggests disabled people are more likely to be socially isolated, and less likely to be involved in community life than non disabled people. There will be very limited access to this group with reduction as the proposal to reduce this service by two officers will impact significantly | This reduction will remove response and actions to this group moving them closer to social isolation. due to disability, are remaining indoors and more likely to be isolated. Local feedback suggests some success during lockdown, using digital methods and also phone calls, but this will not be good for everyone without physical response by TLO service | This reduction will remove response and actions to this group moving them closer to social isolation. |
| **Social & Economic Impact** | WDC has a duty to consider the Fairer Scotland Duty. | Involved, organised and empowered communities have greater economic and social strength. TLO service feed into this by working | The economic impact of any reduction to TLO services is yet to be fully realised in WDC Communities. Our work may need to |

| | | | |
|---|---|---|---|
| | | to make our communities safer. | focus much more on poverty and economic recovery and the cost of living crisis to come, there is an expectation that levels of crime/ASB and challenging behaviours will increase. |
| **Sex** | TLO services currently engage in community activities which varies across age and sex. | Impact to engagement due to reduction of staff. Women are more likely to suffer domestic abuse and Gender based violence than men. TLO and ASB service jointly deliver NHDA and the proposed reduction will see limited response to this group. | Women are often more visible and available to engage with our Team in a face to face informal environment. This proposed reduction will remove engagement platforms that would normally ensure face to face contact. |
| **Gender Reassign** | Those under going or who have undergone gender reassignment can be particularly excluded from social and civil society, it is important that people have an opportunity to participate in their community and give their opinion on things that might effect them. TLO service helps support this area via our tenant referral system | Evidence suggest that trans people can be more socially isolated and more at risk of discrimination. This reduction will further isolate this group in terms of response and physical support. | Evidence suggest that trans people can be more socially isolated and more at risk of discrimination. This reduction will further isolate this group in terms of response and physical support. |
| **Health** | The WDC strategic plan has a focus on health and wellbeing | Our physical and social environment is the framework in which our lives take place and, depending on circumstances, it can provide us with opportunities or | Reduction in capacity may leave less time to address health and wellbeing issues. |

| | | | |
|---|---|---|---|
| | | limit our potential (Scottish National Performance Framework). this reduction will impact significantly on responding to challenging tenants within our communities. | |
| **Human Rights** | Relevant under core civil rights, such as the right to respect for private and family life (Article 8 of the Convention). | There is evidence there is low awareness of human rights. There is an increased focus the Scottish Government on giving Human Rights a more central place | Although not directly affecting HR, Considering the service from a Human Rights perspective can help inform inclusive practice however due to reduction in staffing this would adversely impact on our verbal guidance and physical response to all cases. |
| **Marriage & Civil Partnership** | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation. Given the reduction there will be no support or physical response to this group. Given the reduction there will be limited support to this group |
| **Pregnancy & Maternity** | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation. Given the reduction there will be no support or physical response to this group |
| **Race** | The TLO service team core function is to respond and address challenging tenants from a housing environment and for all protected groups. | People from BME groups are much more likely to be the subject of racist hate incidents and crimes Evidence from Scottish Social Attitudes surveys and other sources suggests that people who have contact with people from | This reduction will remove reporting platforms and limited response from TLO service to concerns with the reduction of physical engagement. |

| | | | |
|---|---|---|---|
| | | other groups are less likely to hold negative views on those groups. | |
| **Religion and Belief** | TLO services have always respected events and activities and would seek to avoid common times of worship | Event timing and venue can affect peoples ability to take part, with the reduction to two officers this now might not be achievable due to demand and loss of resources. | Event timing and venue can affect peoples ability to take part, with the reduction to two officers this now might not be achievable due to demand and loss of resources. There is also the aspect of restricted to no response with lower staffing to this group. |
| **Sexual Orientation** | Services need to be accessible including , those aiming to support participation and empowerment | LGBT are more likely to be socially excluded and suffer from hate crime. | Whilst we will ensure that we will design our engagement to be inclusive, we will face significant reduction to physical and verbal engagement with this group with the proposed reduction of staff. |

**Actions**

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

There is high potential for some equality groups to be less frequently or meaningfully involved with the TLO service due to this reduction. Face to Face engagement with subject citizen's at door step, in community meetings will be fewer to none. The service will be greatly reduced and may only be able to offer nothing short of telephony support should these proposals be implemented. Moving to a phone based service, it is vital to have measures in place to allow access, e.g. an process to ensure that non English speakers can get through with Language Line support for calls. Phone based services may present more of a barrier to BSL users, and this would need to be mitigated. Part of these measures would be directed communication to people generally and certain groups particularly about changes/access in to the service. As noted systems to mitigate would need to be in place supported by staff training.

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

Yes. The policy will be monitored in line with decision on services.

**Q7 What is you recommendation for this policy?**

Don't Introduce

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

EIA 592 -HE01 (A) details potential negative impacts of this proposed service reduction, and necessary mitigation. The TLO service support all tenants across West Dunbartonshire which

include all protected groups. These groups and membership is made up of people from equalities groups; most notably disabled people, older people and women. The suggested reductions to service will have a negative impact of a range of protected groups and remove physical response and support to our most socially challenged residents in terms of intense case management. Option A - The reduction from 4 staff members to 2 will have an significant negative impact on our communities and protected groups. The impact to affected staff members would be significant both from the employment and financial loss in a time where disposable income is non existent. Further to this, the knowledge and skill of the affected staff is irreplaceable and our partner agencies can't absorb this/their skilled work, again this will affect all protected groups and our 90k+ to who we serve.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 612 | **Owner** | LPENNYCOOK | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Ed |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Kathy | Morrison | Senior 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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | EDU_17 Senior Early Learning and Childcare Officers (SELCO) Posts | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The deletion of 6 FTE Early Learning and Childcare Officer (ELCO) positions at ELC with a Senior Early Learning and Childcare Officer (SELCO) in post. The role of the SELCO would require to be reviewed - the SELCO will be counted in the ELC ratio of adults to children i.e. in place of 6 FTE ELCO positions. 6.5 FTE is within ELC budget. Brucehill SELCO (0.5 FTE) retired in August 2022. The ELC does not meet the threshold of 80 children for this post which is currently a saving. Staff teams at ELCs impacted would continue to be supported by the leadership team which includes the Senior position. The Senior position would remain as part of the route to promotion in our ELC leadership structure. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consultation with ELC leaders to ensure that they deploy staff appropriately and provide support for SELCO to carry out tasks related to remit. Consultation with HTs, HR, TUs and staff regarding alternative employment for ELCOs impacted by the changing role of the SELCO. | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?** | |
| Early Learning and Childcare Officers (ELCO's) impacted by the changing role of the Senior Early Learning and Childcare Officer (SELCO). | |
| **Who will be/has been involved in the consultation process?** | |
| Consultation with ELC leaders to ensure that they deploy staff appropriately and provide support for SELCO to carry out tasks related to remit. Consultation with HTs, HR, TUs and staff regarding alternative employment for ELCOs impacted by the changing role of the SELCO. Use the Switch policy to support 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 | | |
| **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 at ELC. 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. | Employment: Positive Impact Route to promotion at ELC remains in place. The SELCOs time will be used differently but this will make best use of the time of other leaders. Negative Impact 6 FTE ELCO could be redeployed. Service users: |
| **Sex** | Need to assess differential impacts. | There are more female than male learning assistants. Single parent households are more likely to be income deprived, 90% of these are headed my women | Employment: Women are more likely to be negatively impacted by the reduction in posts. Service users: Women who held single households more likely to be negatively affected |
| **Gender Reassign** | | | |
| **Health** | | | |
| **Human Rights** | UNCRC The numbers | Research has been | Positive Impact |

| | | | |
|---|---|---|---|
| | of children with additional support needs and the complexity of their needs has increased at ELC. 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. | carried out in consultation with the following: GIRFEC Children and Young People (Scotland) Act 2014 Recommendations United Nations Rights of The Child Article 3 Best Interests of the Child | Route to promotion at ELC remains in place. The SELCOs time will be used differently but this will make best use of the time of other leaders. Negative Impact 6 FTE ELCO could be redeployed. |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | BME families are a priority group in terms of reducing child poverty. | Families and children 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.**

As above.

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

We will monitor impact by consulting staff involved. HR monitoring of the demographic of staff potentially affected. Monitoring will be carried out on a termly basis.

**Q7 What is you recommendation for this policy?**

Don't Introduce

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

EIA 612: There may be a negative effect on some groups including disabled children and their families. Women are more likely to be negatively affected by reductions due to the gender balance of the staff team, though the promotion structure will remain in place, and there may be alternative post in the structure. Staff teams at ELCs impacted would continue to be supported by the leadership team which includes the Senior position. The Senior position would remain as part of the route to promotion in our ELC leadership structure.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 619 | **Owner** | smclelland | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Nicola | Pettigrew | Manager Housing Operations | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Scott Mclelland - ASB Coordinator | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE01 - Reduction to ASB team Option 3 | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Option 3 – Under this option, we would reduce the current budget required under General Service and increase HRA contribution to fund the service based on a shift in complainer/perpetrator tenure using the service. The service would continue to operate as it currently does with no negative impact on our communities or employees. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Housing Operations/WDTRO | | | |
| | | | | |

| | |
|---|---|
| **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)** | **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 bases?** |
| |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 619, We are reducing cost of service from general funds and absorbing in HRA no impact on service. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 622 | **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 Kathy Morrison - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Savings Option EDU16 - 4 day week | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | This proposal would see our schools meet their statutory provision of learning and teaching time across a 4 day week instead of the existing 5 days. This would result in: • energy savings in the running of our buildings on the 5th day, • a reduction of transportation costs, as children would only need transported on 4 days instead of 5 • a reduction in the cleaning, facilities management and catering costs. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consultation with other Council services who are currently involved in the provision of this service as there may be an impact on staffing within other departments. Consultation with HR, HTs, 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** | |
| ***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 attending our primary and secondary schools and their families Teachers Other Council departments who currently provide this service. | |
| **Who will be/has been involved in the consultation process?** | |
| All children, young people and families. Consultation with other Council department who currently provide this service and any impact on staffing within other departments. Consultation with HR, HTs 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** | | | |

| | | | |
|---|---|---|---|
| **Cross Cutting** | It is important to consider how elements may interact. | Reducing the number of days at school would reduce the burden of the cost of the school day on families, but focus would need to be given to ensure identified groups and families were still benefitting from FME and options of activities on the 5th day. | Positive / Neutral |
| **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. | Households with one or more disabled person are more likely to be income deprived. Programme of activities would need to be provided for the 5th day. | Neutral |
| **Social & Economic Impact** | The Council needs to consider the interplay between social and economic factors. | This is cross cutting with other areas that may impact of the socioeconomic wellbeing of families. | This may have a negative impact . We would need to ensure families in receipt of FME were catered for with activities on 5th day. Adverse impact on other families due to potential childcare costs |
| **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. | Reducing the number of days at school could impact positively on the wellbeing of staff and pupils, provided options to improve wellbeing were offered as part of the programme of activities for the 5th | Positive |

| | | | |
|---|---|---|---|
| | | day. Careful exploration of times of 4 days to ensure this is not detrimental. | |
| **Human Rights** | UNCRC Article 3 Best interests of the child Every decision and action taken relating to a child must be in their best interests. | Balance between increasing the amount of time on 4 days, with the benefit of wider activities on the 5th day. | Neutral |
| **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 council has a duty to present a balanced budget. Negative impacts noted above would be mitigated through the development of 5th day activities.

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

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

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 622: Some potential negative impacts noted in section 2 of the EIA in terms of disability, health and cross cutting elements need to be addressed with the reinvestment of part of the overall saving into alternative provision on the 5th day, ensuring that any negative impacts for groups and individuals are overcome.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 625 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF21-Review grants to strategic partners - 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 between 25% and 90% At the current level of grant funding the Councils provided approximately 22% of the organisation's income | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | TBC | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?**

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 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 | The service is extensively used by | Negative Funding reductions |

| | | | |
|---|---|---|---|
| | context are relevant in this context | 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. | 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. |
| **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 decisions on relevant protected groups | More female than male service users | If there were service reduction these may tend to affect men more than women |
| **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 bases?**

**Q7 What is you recommendation for this policy?**

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

EIA 625 details potential impacts: current Council funding makes up approximately 22% of CSM income. 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.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 626 | **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 Kathy Morrison - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Savings Option EDU11 - Education Maintenance Allowance | | | |
| | **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. | | | |
| | | | | |
| | **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** | |
| ***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 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 education. The top- | Reducing the amount paid will impact negatively on | Negative |

| | | | |
|---|---|---|---|
| | up to the EMA is given to a small sub-set who achieve 100% attendance. | 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 Impact 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 Impact 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.**

As above.

**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 you recommendation for this policy?**

Intoduce

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

EIA 626: 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** | 627 | **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 Kathy Morrison - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Savings Option EDU07 - School Clothing Grant | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | When agreeing the 2022/23 revenue budget on 9 March 2022 the Council agreed to double the school clothing grant to £300. This created a revenue pressure of £0.774m. In 2022/23 this was funded through Local Authority COVID Economic Recovery (LACER) funds as the Scottish government agreed that these funds could be used 'To support the low-income households that are disproportionately impacted by the pandemic and the current cost of living crisis, to become more economically active.' However the LACER funding has been fully utilised and is not available to fund this policy in future years. Therefore it creates a cost pressure on the general fund in future years. Option A This option would mean the doubling of the school grant would still apply in 2022/23 but, from 2023/24 onwards, it would revert back to £150 of which £120 is funded by the Scottish Government for primary school children and the full £150 is funded for secondary school children. It is noted that awarding £150 for both primary and secondary is still a higher than the majority of other local authorities as most only provide £120 for primary school children. This option would generate £774k of savings. Option B This option would mean the doubling of the school grant would still apply in 2022/23 but, from 2023/24 onwards, it would change to the Scottish Government funded provision of £120 for primary school children, and £150 for secondary children. This option would generate a further saving of circa £65k meaning the entire saving would be £839k. | | | |
| | | | | |
| | **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** | |
| ***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?**

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 | |
| **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 will 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 bases?** |
| We will monitor impact by consulting Head Teachers. Monitoring will be carried out on a termly basis. |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 627: Whilst both options will see a reduction in the amount given in School Clothing Grant, which may have more effect on some groups than others, however both options keep us in line with our statutory obligation. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 628 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF22-Review of Grant Funding, Antonine Sports Centre | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Under this proposal, the current grant of £49,156 provided to the Antonine by the Council would reduce by between 25% and 90% The current Council grant provides approximately 17% of the organisations 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.** | | | |
| | TBC | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?**

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 relation to increasing | The organization has stated focus on: Older people and Children and Young | Dependent on effect of any reductions and profile of service users |

| | | | |
|---|---|---|---|
| | involvement of younger people in Community Empowerment The Equality Act requires that services do not discriminate. | people | |
| **Cross Cutting** | The Council's Community empowerment strategy encourages Communities to get involved in their local areas, and links with our Equality Outocmes for 21-25 It is important that the Council takes into account how combine to affect different groups and individuals | Evidence suggests that BME, Disabled people, women and younger people have been particularly affected by COVID and Cost of Living impacts. | Dependent on effect of any reductions and profile of service users |
| **Disability** | 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 | The organization has a stated focus on: Disabled people. Disabled people are more likely to be income deprived than non-disabled people. | Dependent on effect of any reductions and profile of service users |
| **Social & Economic Impact** | The Council must have regard to the Fairer Scotland Duty | 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 by. | 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 |
| **Sex** | The Equality Act | Women are more | Dependent on effect |

| | | | |
|---|---|---|---|
| | requires that services do not discriminate. | likely to be income deprived than men. Women are less likely to access to a car than men. | 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 you recommendation for this policy?**

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

EIA 628 details potential impacts of funding reductions, currently Council funding makes up approximately 17% of the ASC's income; Impacts are Dependent on effect of any reductions and profile of service users, but these may be negative for older and younger people and disabled people and possibility women.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 629 | **Owner** | gmcnamara | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | Budget R and R |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Gillian | McNamara | Economic Development Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Gillian McNamara Alan Douglas | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RR-12 Budget Savings 2023 - Economic Development Service | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | To consider two options to reduce revenue within the Business Support team of economic development, involving reduction of discretionary budgets and staff numbers. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Economic Development team Business Clients | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **Yes** |
| **Who will be affected by this policy?** | |
| Employees within the Economic Development service - Business Support team. Local Businesses | |
| **Who will be/has been involved in the consultation process?** | |
| Discussions with trade unions and Business Support team employees. All Business Gateway services are evaluated by service users. This informs the development of 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** | Younger people may lack the knowledge and skills to set up or run a business. Business Gateway will help them gain these skills and knowledge and can | Evidence suggests that younger and older entrepreneurs face particular sets of challenges | Reduction in number of local workshops and expert help available to support people of all ages to start up and run businesses. |

| | | | |
|---|---|---|---|
| | link them with specialist support, e.g. Princes Trust for Business. Young Enterprise scheme. In terms of older members of this equality group, setting up a business may help them to overcome barriers such as age discrimination by employers. | | |
| **Cross Cutting** | We need to ensure that we take account of how factors interact | A reduction in business support provision during a period where businesses are facing a number of challenges including rising inflation and rising energy costs. Feedback is sought from all Business Gateway users and informs the development of the service. Evidence suggests that BME, Disabled people, women and younger people have been particularly affected by COVID and Cost of Living impacts. | There will be a reduction in capacity overall, but help and advice will remain available to the population of West Dunbartonshire to set up and run businesses, thereby positively impacting on them personally and on West Dunbartonshire generally. |
| **Disability** | We have a legal duty to ensure services are accessible to disabled people The Council has an equality outcome on increasing participation generally from this group. | In terms of Disability we can link those with disability issues to specialist advice and support, e.g. adaptation of business premises. Helping members of this group to run a business could address barriers they face, e.g. low pay. | Help and advice will continue to be provided to those with disability issues to overcome employment and income related barriers. |
| **Social & Economic Impact** | We need to ensure that strategic decisions such as services provision | Reduction of Business Support service provision provided to local | The business support programmes through the UK |

| | | | |
|---|---|---|---|
| | take account of the Fairer Scotland Duty | businesses. Feedback is sought from all Business Gateway users and informs the development of the service. | Shared Prosperity Fund will help to reduce the impact of the reduced grant support available to local businesses. |
| **Sex** | We need to act in line with the Public Sector Equality Duty, including having due regard to any differential impacts | Staff: Discussions will be held with trade unions and employees who may be affected. Service users: Women are more Likely to be income deprived than men. There is substantial UK evidence of additional barriers women face in setting up businesses | In terms of this equality group option 1 will affect female members of staff due to the composition of the team. Option 2 could affect either female or male employees due to the make-up of the team. Four employees may require to be redeployed through the Switch Policy. |
| **Gender Reassign** | Business Gateway is not targeted specifically on people in this equality group but is available to all. | Evidence suggests that Trans people face particular barriers in the UK in terms of setting up businesses | Help and advice will remain available to members of this group to set up and run businesses. |
| **Health** | As savings options may involve reduction of employee numbers this could have an effect on employee's mental health. | Discussions will take place with trade unions and employees within the Business Support team. | Additional support will be available to any employees impacted by the savings options to ensure their health and wellbeing. |
| **Human Rights** | We are duty Bearer in terms of the Human Rights Act Articles 8 (with respect to work) and Articles 14 (non discrimination) are relevant in this situation | In terms of human rights we have for example provided specific support to the asylum seeker population of West Dunbartonshire.Feedback is sought from all Business Gateway users and informs the development of the service. | Help and advice will remain available to all |
| **Marriage & Civil Partnership** | Business Gateway is not targeted specifically on people in this equality group but is available to all. | This cross cuts with considerations under 'sex' | Help and advice will remain available to members of this group to set up and run businesses. |

| | | | |
|---|---|---|---|
| **Pregnancy & Maternity** | In terms of this equality group, helping members of this group to run a business could address barriers they face, e.g. employment discrimination. | This cross cuts with considerations under 'sex' | Help and advice will remain available to members of this group to set up and run businesses and avoid employment discrimination. |
| **Race** | The Council has an equality outcome on increasing participation generally from this group. | Uk evidence suggests that BME entrepreneurs face particular challenges We can link users to specialist support and advice, e.g. groups offering support for Black and Minority Ethnic entrepreneurs. We have also provided support to asylum seekers resident in West Dunbartonshire to help start up and run businesses. | Help and advice will remain available to members of this group to set up and run businesses and overcome racial discrimination, and possible low-income issues. |
| **Religion and Belief** | Business Gateway is not targeted specifically on people in this equality group but is available to all. | Feedback is sought from all Business Gateway users and informs the development of the service. | Help and advice will remain available to members of this group to set up and run businesses. |
| **Sexual Orientation** | Business Gateway is not targeted specifically on people in this equality group but is available to all. | Evidence suggests that LGB people face particular barriers in the UK in terms of setting up businesses | Help and advice will remain available to members of this group to set up and run businesses. |

**Actions**

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

Option 1 will have negative effects on female employees due to the composition of the team. If this savings option is taken this will result in the redeployment of two female employees of the business support team. Option 2 could affect male or female employees and if taken would result in a further two employees being redeployed through the Switch Policy. Option 2 may also impact on the Council's ability to deliver on performance targets required for the UK Shared Prosperity Fund. The proposed budget reductions for workshops, expert help and business grant support would have an effect on service provision and would reduce the amount of support available to our local businesses at a time where they continue to face a period of hardship and a number of economic challenges.

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

| |
|---|
| Yes It is important as with other services the Council provides that service development take account equalities factors and are informed by robust EIAs |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 629: We have assessed the impact of Option 1 and Option 2 of the proposed Economic Development savings options against the various equality groups and issues they may face. We believe that Option 1 will have a direct impact on female employees and result in 2 female employees requiring to be redeployed. Option 2 may affect male or female employees and may require a further 2 employees to be redeployed through the Switch Policy. It has been highlighted that Option 2 may have a negative effect on the Business Support team's ability to deliver the business support programmes through the UK Shared Prosperity Fund. The proposed reduction in the business support revenue budget will reduce the service provision available through Business Support/Business Gateway team at a time when local businesses are struggling with a number of on-going economic challenges such as rising energy costs and rising inflation. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 630 | **Owner** | sdaly | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF-12 Citizen Services Provision at Church Street | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The front desk at Church Street is the only office location where residents can access services face to face. Under this option, 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. | | | |
| | | | | |
| | **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?** | **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?** | |
| Members of the public both 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 the way it provided services | Older people are more likely to be disabled Most older BME groups are more likely to be income deprived compared to most | Negative |

| | | | |
|---|---|---|---|
| | | older white ethnic groups | |
| **Cross Cutting** | We need to take into account how factors combine to impact groups and individuals | No clear evidence of impact of similar change caused by closing of CTCO, as this was done during covid lockdown. | Over impact would be negative Interplay of factors such as sex, race and disability can magnify likely hold of consequences |
| **Disability** | The council has a 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 | Some disabled people will not be able to use phones or have difficultly 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 | Negative |
| **Social & Economic Impact** | 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 | Having no face to face option for initial contact would mean that those who could not use phone of digital method, because of lack of resources and funds could be discriminated against | More negative for those in financial distress |
| **Sex** | Servcices must not adhere to the public sector equality duty (PSED) | Women staff this work station On average women are more 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 | Staffing: Negative Differential impact in terms of sex, women would likely be affected |

| | | | |
|---|---|---|---|
| | | example may have been cut off from money and bank accounts | |
| **Gender Reassign** | | | |
| **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 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. | 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** | | | |
| **Race** | Servcices 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 Commnication needs relating to language that would currently be much better address via initial face to face contact |
| **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.** |
| Issues highlighted by proposal. Ensure Language Line is available to communicate with |

| |
|---|
| phone callers. |
| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| |
| **Q7 What is you recommendation for this policy?** |
| Don't Introduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 630 details likely negative impacts in terms of race, disability and age, health, human rights and socio-economic impact. Some challenges described can be mitigated with effective signposting and service delivery continuing via the emergency repairs line for those unable to report online, however 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 a service was inaccessible to disabled people. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 631 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF-16 Savings Option-reduce two posts from Citizen, Culture and Facilities and performance areas | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Post one: This post will be a straight transfer to another department, with no detriment to the employee. Post two: This post will be removed from the structure. Minor duties will be shared within existing members of the team and/or added to a currently vacant post with a new job description created and the position advertised. The current holder of the post wishes to leave the Council. | | | |
| | | | | |
| | **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** | |
| ***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)** | **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 bases?**

**Q7 What is you recommendation for this policy?**

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

Screening 631: The proposal is not relevant for assessment, as changes are minor and staff the reduction is voluntary, so no assessment is required.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 632 | **Owner** | sdaly | |
| **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 Manager | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF-17 Revise Housing Repairs Contact Centre Provision | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The option would see the contact centre replaced with a single emergency and right to repair only manned phone line. All other reports would be via a voicemail service, the website and email. This would result in the reduction of four members of staff, generating a saving of circa £120,000 per annum. The emergency controller would continue to operate out of hours, 365 days a year. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Citizen Services Housing Repairs | | | |
| | | | | |

| | |
|---|---|
| **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?** | |
| West Dunbartonshire Council Housing Tenants West Dunbartonshire Council Property and Assets customers Settlement Team | |
| **Who will be/has been involved in the consultation process?** | |
| Citizens 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 e.g., to be hard of hearing, those leaving messages may present an extra challenge. | Negative for some older people |

| | | | |
|---|---|---|---|
| **Cross Cutting** | It is important that the Council takes account of how factors might interact. | If relying on messages being left, systems in place would need to provide a reliable and timely callback/contact. | Increased waiting time may have negative effect on both services users and staff overall. |
| **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. | E.g. People who are hard of hearing, people who are Deaf. Leaving a message may present an extra challenge for some people. | Negative for some disabled people May also impact negatively on BSL users |
| **Social & Economic Impact** | | | |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | Health and wellbeing is a 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. |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council must not discriminate in the way it provided services | Service users with no or little English would potentially face additional barriers to accessing services, a) It is unclear how a comprehesible message could be left, and b) we have no system in place to ensure that staff on the emergency line can access Language Line | Negative for non English speakers |
| **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 availability of the emergency repair service would remain in place. The individuals affected negatively could contact via the emergency service line and receive the service as they do presently. There would be a need and opportunity to put in place a robust system for call backs via Language Line and using Contact BSL as required. |
| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 632 details potential negative impacts for some groups including older people, disabled people and people who do not or cannot use English. In mitigation there is an opportunity to improve systems for example building in a process for using Language Line for incoming calls to the emergency line. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 633 | **Owner** | sdaly | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF-20 Review of Contact Centre | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Currently the contact centre employs 12 members of staff. Under this option, the contact centre provision would continue with nine members of staff, with work undertaken to promote alternative methods of contacting or reporting issues to the Council including via email and via the website. This would generate a saving of circa £90,000 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?** | **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?** | |
| West Dunbartonshire Council Housing Tenants West Dunbartonshire Council Property and Assets customers | |
| **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 |
| **Cross Cutting** | It is important that the Council takes account of how factors might | If relying messages being left, systems in place would need to provide a reliable | Increased waiting time may have negative effect on both services users |

| | | | |
|---|---|---|---|
| | interact | and timely callback/contact | and staff overall |
| **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. | Waiting time increases may have more effect on those living with certain impairments or conditions | Negative for some disabled people |
| **Social & Economic Impact** | The Council has a focus on reducing poverty | Cross cuts with sex in this instance | Negative see 'sex' above |
| **Sex** | We need to take into account differential impacts | All staff 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 | Because of staff composition reduction on posts will affect women more than men |
| **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 Waiting times likely to increase | Could have negative impact of services users due to stress of not being able to speak to someone. Could increase stress of workers |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council must not discriminate in the way it provided services | Service users with no or little English would potentially face additional anxiety due to increased waiting time,. There is no system in place for language Line use in this Contact method, 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.** |
| The availability of the emergency repair service would remain in place. The individuals affected negatively could contact via the emergency service line and receive the service as they do presently. 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. |
| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| Yes |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 633 details potential impacts for older people, disabled people and some members of some BME groups. 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** | 634 | **Owner** | ajgraham | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF 13_Review community facilities | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Under this option, community facility provision would be reviewed with up to seven centres transferred to community ownership or closed. Those in scope are: • Bonhill Community Centre (Ladyton) • Napier Hall • Bowling Hall • Glenhead Community Centre • Skypoint Community Centre • Clydebank East Community Centre • West Dunbartonshire Activity Centre (Brucehill) This option would result in an overall generated of saving of over £450,000 – part of the figure is from reduction in West Dunbartonshire Leisure Trust staffing with a total saving for the Council of £257,700. There is also a potential to achieve capital receipts from sales of the buildings, totalling £2,415,000. A further £987,694 could be saved as a result of non-capital condition survey works programmed not progressing. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Amanda Graham in partnership with WDLT which operates the buildings on the council's behalf as part of the SLA and in line with the management fee transferred to the trust. Assets would have a lead role in any proposal to transfer the properties or dispose of properties | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?** | |
| Staff, community groups and citizens | |
| **Who will be/has been involved in the consultation process?** | |
| Assets, WDLT, consultation was undertaken in 2018 as part of a review of the community facilities at that point. In the event of community assets transfer a range of groups would be involved with a view to identifying a suitable group to manage the facility | |
| **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 | Older people are more likely to be more reliant on services provided in their neighbourhoods. Children and parents may be more likely to use some sites. | If no alternative provision was found this could have a negative impact on some age groups. |
| **Cross Cutting** | Access to community facilities that support a range of activities can have a positive impact on the socio determinants of health and wellbeing as well as forging community cohesion. | Community facilities can provide for the health, welfare, social, educational, spiritual, recreational, leisure and cultural needs of the community, and play an important role in the development of vibrant neighbourhoods by creating a sense of place and providing opportunities for people to meet and interact socially. | If no alternative provision was found this could have a negative impact on reducing the socio determinants of poor health and increasing community cohesion. |
| **Disability** | The Council has a legal duty to make its services accessible to disabled people, this is both proactively and also requires reasonable adjustments. | Disabled people are more likely to be more reliant on services provided in their neighbourhoods. | If no alternative provision was found this could have a negative impact on some disability groups. |
| **Social & Economic Impact** | The Council needs to have regard to the Fairer Scotland Duty in terms of strategic decision including on how services are delivered. The Council views tackling poverty and deprivation as a major concern and mitigating the impacts of these as much as possible. | Any reduction in facilities within neighbourhoods could limit access to groups and activities particularly for those experiencing deprivation | If no alternative provision was found this could have a negative impact on low-income groups. |
| **Sex** | The Council needs have due regard to | Women provide the vast majority of child | Groups may need to find alternative |

| | | | |
|---|---|---|---|
| | the Public Sector Equaity Duty | care. Toddlers group for example may use some facilities | venues locally |
| **Gender Reassign** | | | |
| **Health** | The Council has made a commitment to improve health and wellbeing through the strategic plan. | Community groups utilising the centres offer activity to support the wellbeing of individuals | If no alternative provision was found this could have a negative impact on improving 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.**

The area currently, per head of the population, has access to a significant number of facilities and in relation to the Council owned centres, these are not fully utilised. Opportunity exists to rationalise the estate and maximise the use of community facilities. There are opportunities for community asset transfer to retain the facilities under alternative providers and also to engage and support groups to source alternative space to maintain provision in their neighbourhood.

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

**Q7 What is you recommendation for this policy?**

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

EIA 634 highlights potential impact on grounds of age, race, disability or socio-economic. The previous consultation in 2018 indicates an appetite for community asset transfer and through this it would be possible to maintain access and provision for groups and individuals. Where this was not possible, the Council would work with impacted groups to secure alternative accommodation as it did during Covid, to mitigate impact.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 636 | **Owner** | ajgraham | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF_03 WDLT efficiencies | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Council currently provides an annual management fee to WDLT for the strategic and operational management of its Sport and Leisure Facilities, Community Facilities, Sports Development, Active Schools, Outdoor Recreation facilities and for event delivery. In 2022/23 the fee was £4.16m. Under this option, the management fee would be reduced, and/or the Council would not meet the increase in utility charges for this year. The fee reduction would be a set percentage, which for illustration purposes would equate to • 10% reduction - £416,107 • 7.5% reduction - £312,080 • 5% reduction - £208,053 The Trust's current utilities bill is £983,000 and it is projected this could be up to £500,000 more in 23/24. The Council would not pay the increase. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | CCF, WDLT | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?** | |
| WDLT and potentially services users | |
| **Who will be/has been involved in the consultation process?** | |
| Discussion with 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** | The Council and WDLT, as it provides services for us, | In determining options for addressing any | Funding options to be assessed by WDLT in terms of |

| | | | |
|---|---|---|---|
| | needs to comply with Public Sector Equality Duty | funding gaps WDLT should considered relevant evidence for the areas listed below | how they might impact services |
| **Cross Cutting** | We need to be aware of how the factors above interact for communities and individuals | The factors above do interact. In terms of equality groups and factors above. EIAs carried out on WDLT services can be used to inform future EIAs | Funding options to be assessed by WDLT in terms of how they might interact to impact services |
| **Disability** | As above | As above | As above |
| **Social & Economic Impact** | We need to take into account the Fairer Scotland Duty when making Strategic funding decisions. | WDLT will have to look at economies or other means to fill the funding gap | Funding options to be assessed by WDLT in terms of how they might impact services |
| **Sex** | As above | As above | As above |
| **Gender Reassign** | As above | As above | As above |
| **Health** | The Council Strategic Plan has focus on Health and Well Being. | The SLA in place | Funding options to be assessed by WDLT in terms of how they might impact services |
| **Human Rights** | The Council is a duty bearer in terms of the European Convention on Human Rights, this extends to WDLT as they provide public services on our behalf | Human Rights considerations cross cut with equalities | Funding options to be assessed by WDLT in terms of how they might impact services |
| **Marriage & Civil Partnership** | As above | As above | As above |
| **Pregnancy & Maternity** | As above | As above | As above |
| **Race** | As above | As above | As above |
| **Religion and Belief** | As above | As above | As above |
| **Sexual Orientation** | As above | As above | As above |

**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 you recommendation for this policy?**

Intoduce

| Please provide a meaningful summary of how you have reached the recommendation |
| --- |
| EIA 636 - The option would see the management fee to the leisure trust reduce however it would then be for the Trust to decide how to manage this reduction in funding. The impact is not yet clear however the Council has an SLA with the Trust for the delivery of core services. Any change by the Trust which impacted on this would require to be negotiated and agreed with the Council. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 637 | **Owner** | ajgraham | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF-09 Clydebank Town Hall opening hours | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Town Hall is currently open to the public five days a week. Post Covid, plans are being developed to address the low visitor numbers but in light of the high operational costs of the building there is opportunity to consider reducing opening hours. Option 1 Under this option, the Town Hall would continue to operate on four days. The building would 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 2 Under this option, the Town Hall would operate over three days. The building 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 | | | |
| | | | | |
| | **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **Yes** |
| **Who will be affected by this policy?** | |
| Staff, visitors | |
| **Who will be/has been involved in the consultation process?** | |
| 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** | Accessible | Older people are less | Identifying a |

| | | | |
|---|---|---|---|
| | community spaces contribute to community cohesion | like to be digitally included | sustainable path in terms of opening hours for the town hall would be a positive impact |
| **Cross Cutting** | Accessible community spaces contribute to community cohesion Any changes to opening hours needs to be clearly communicated to members of the public | Sharing spaces and social contact can help foster good relations and support community cohesions | Any option adopted needs to take these factor into consideration |
| **Disability** | Accessible community spaces contribute to community cohesion | Some disabled people are less likely to be digitally included Accessible spaces are therefore very important Feed back from Deaf/BSL users for example has noted a preference for this venue for engagement | Identifying a sustainable path in terms of opening hours for the town hall would be a positive impact |
| **Social & Economic Impact** | We need to consider the impact of major decisions in line with the October 2021 Statutory Guidance on the Fairer Scotland Duty | There is the possibility that extended opening hours may provide extra income | Any option adopted needs to take these factor into consideration |
| **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 you recommendation for this policy?** |
| --- |
| |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 637: There may be some small/minor potential positive impacts in terms of disability and age from the proposal detailed in the EIA between opening 4 days compared to 3 days but these are hard to assess. It is important however that a sustainable arrangement is found. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 640 | **Owner** | apriestman | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Resource |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Andi | Priestman | Shared Service Manager - Audit &Fraud | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Andi Priestman - Shared Service Manager - Audit &Fraud Laurence Slavin - Chief Officer - Resources | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES_01 Savings exercise 2023/24 - Audit &Fraud Provision | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Audit &Fraud team has carried a vacant post since August 2019. The team continues to achieve positive results despite this vacancy and therefore this presents an opportunity to remove this post along with vacant hours from the Audit &Fraud Structure. Due to more recent staff changes being notified in 2023 around retirement and an expression of interest to retire from the organisation at end of March 2024, there are further opportunities to review existing posts within the current structure and amend these to align with ongoing requirements to deliver a risk-based audit and fraud plan. The work of the Audit &Fraud team is driven by an annual plan which ensures that resources are focused on areas of higher risk such as financial, legal/regulatory, reputational and operational risk. The removal of the vacant hours/posts will not impact on the team's ability to deliver the required level of assurance on the system of internal control as higher risk areas will be prioritised. New risk-based audit methodology has been implemented such that efficiencies will be achieved in the planning, fieldwork and reporting stages of the team's work going forward. The removal of the Grade 8 post within the fraud section will present career progression opportunities for other team members. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Shared Service Manager - Audit &Fraud Chief Officer - Resources | | | |
| | | | | |

| | |
|---|---|
| **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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **No** |
| **Who will be affected by this policy?** | |
| No direct implications on the team as they all undertake their own workload which is driven by the areas of focus identified in the annual audit plan. A risk-based approach was introduced in 2020/21 to ensure that resources are focused on areas of higher risk | |

including financial, legal/regulatory, reputational and operational risks to ensure that the work of the team aligns with the Council's risk management strategy. The purpose, authority, responsibilities and scope are set out in the Internal Audit Charter and the work of the team conforms with the Public Sector Internal Audit Standards.

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

The Lead Internal Auditor and the Section Lead - Corporate Fraud will be consulted on the construction of the risk-based annual plan to ensure that resources are aligned to areas of higher risk including financial, legal/regulatory, reputational and operational risks. This will ensure that the work of the team aligns with the Council's risk management strategy and can provide an overall audit opinion on the system of internal control.

**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 have looked at how factors may interact, see sections 1 and 2 of this assessment, including for protected characteristics | There is no differential impact on staff due to the nature of changes, or in terms of services | The removal of the Grade 8 post within the fraud section will present career progression opportunities for other team members. |
| **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 bases?**

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 640: There is no differential impact on staff due to the nature of changes, or in terms of services. The removal of the Grade 8 post within the fraud section will present career progression opportunities for other team members. There are no negative impacts identified by this assessment.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 640 | **Owner** | apriestman | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Resource |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Andi | Priestman | Shared Service Manager - Audit &Fraud | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Andi Priestman - Shared Service Manager - Audit &Fraud Laurence Slavin - Chief Officer - Resources | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES_01 Savings exercise 2023/24 - Audit &Fraud Provision | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Audit &Fraud team has carried a vacant post since August 2019. The team continues to achieve positive results despite this vacancy and therefore this presents an opportunity to remove this post along with vacant hours from the Audit &Fraud Structure. Due to more recent staff changes being notified in 2023 around retirement and an expression of interest to retire from the organisation at end of March 2024, there are further opportunities to review existing posts within the current structure and amend these to align with ongoing requirements to deliver a risk-based audit and fraud plan. The work of the Audit &Fraud team is driven by an annual plan which ensures that resources are focused on areas of higher risk such as financial, legal/regulatory, reputational and operational risk. The removal of the vacant hours/posts will not impact on the team's ability to deliver the required level of assurance on the system of internal control as higher risk areas will be prioritised. New risk-based audit methodology has been implemented such that efficiencies will be achieved in the planning, fieldwork and reporting stages of the team's work going forward. The removal of the Grade 8 post within the fraud section will present career progression opportunities for other team members. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Shared Service Manager - Audit &Fraud Chief Officer - Resources | | | |
| | | | | |

| | |
|---|---|
| **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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **No** |
| **Who will be affected by this policy?** | |
| No direct implications on the team as they all undertake their own workload which is driven by the areas of focus identified in the annual audit plan. A risk-based approach was introduced in 2020/21 to ensure that resources are focused on areas of higher risk | |

including financial, legal/regulatory, reputational and operational risks to ensure that the work of the team aligns with the Council's risk management strategy. The purpose, authority, responsibilities and scope are set out in the Internal Audit Charter and the work of the team conforms with the Public Sector Internal Audit Standards.

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

The Lead Internal Auditor and the Section Lead - Corporate Fraud will be consulted on the construction of the risk-based annual plan to ensure that resources are aligned to areas of higher risk including financial, legal/regulatory, reputational and operational risks. This will ensure that the work of the team aligns with the Council's risk management strategy and can provide an overall audit opinion on the system of internal control.

**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 have looked at how factors may interact, see sections 1 and 2 of this assessment, including for protected characteristics | There is no differential impact on staff due to the nature of changes, or in terms of services | The removal of the Grade 8 post within the fraud section will present career progression opportunities for other team members. |
| **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 bases?**

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 640: There is no differential impact on staff due to the nature of changes, or in terms of services. The removal of the Grade 8 post within the fraud section will present career progression opportunities for other team members. There are no negative impacts identified by this assessment.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 641 | **Owner** | kshannon | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Resource |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Karen | Shannon | Section Head/Finance Business Partner | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Karen Shannon-Section Head Finance, Administration &Control/Finance Business Partner Lauren Slavin-Chief Officer-Resources | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES-10 Savings Option-Insurance Management | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Reduce insurance team by either a shared service with another authority or shared team leader by expanding role of other Team Leader within Finance. Review of service to be undertaken to review what work will be done/stopped/ how service is delivered. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Chief Officer Section Head/Finance Business Partner Finance Staff within the Insurance 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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **No** |
| **Who will be affected by this policy?** | |
| Team members Service departments within the wider Council | |
| **Who will be/has been involved in the consultation process?** | |
| Team members Service departments within the wider Council Wider finance 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** | The Council has a duty of care towards all of its workers, and in terms of the Public Sector Equality Duty | Age profile of the team | There is no specific impact identified in relation to age. |
| **Cross Cutting** | | | |

| | | | |
|---|---|---|---|
| **Disability** | | | |
| **Social & Economic Impact** | | | |
| **Sex** | The Council has a duty of care towards all of its workers, and in terms of the Public Sector Equality Duty | Profile of the team | If there are reductions, because of workforce composition this will fall on women rather than men. Negative. 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. |
| **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 provide a balanced budget. 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.

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

Yes

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 641 details the likely impact of the proposals. There is a negative impact on females due to the composition of the team.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 643 | **Owner** | ajgraham | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF06 Generate income from buildings | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Space in Council buildings is not being fully utilised post-pandemic and opportunity exists to maximise use of our assets by sub-letting. The proposal is to generate additional income by letting space within the publically accessible area of Church Street; Bruce Street Baths and Clydebank Leisure Centre | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | CCF, Assets, 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** | |
| ***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)** | **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 bases?**

**Q7 What is you recommendation for this policy?**

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

EIA 643 is a proposal to maximise additional income generation opportunities using Council buildings. The recommendation to introduce this policy has been made on the basis that there is an anticipated positive impact generated. The assessment has not identified any potential for discrimination or adverse impact.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 644 | **Owner** | kshannon | |
| **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES-03 Savings Option - Remove Elderly Welfare Grant Fund | | | |
| | **The aim, objective,purpose and intended out come 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?** | **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)** | **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 negligable 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 you recommendation for this policy?**

Intoduce

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

EIA 644: 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 negligable effect.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 645 | **Owner** | kshannon | |
| **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 Laurence Slavin-Chief Officer-Resources | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES05 Savings Option-Remove Provost Hospitality Fund | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | To remove the Provost Hospitality Fund, which is used for hospitality (food and refreshments) at events hosted by the Provost and is also used to buy flowers for anniversaries for couples within the community. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Chief Officer Finance Business Partner Corporate Communications 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)** | **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?**

Members of the community who attend an event hosted by the Provost or who would receive a celebratory presentation on the event of an anniversary

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

Finance Corporate Communications 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** | No requirement to provide, flowers etc for anniversaries | Relevant to couples married for a long time | Will not have any significant negative effect |
| **Cross Cutting** | | | |
| **Disability** | | | |
| **Social & Economic Impact** | | | |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | | | |

| | | | |
|---|---|---|---|
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | | | |
| **Religion and Belief** | | | |
| **Sexual Orientation** | The Council has a long standing commitment to LGBT History month | The LGBT history month is followed by a short event. | Under the proposal this event can still go ahead with no catering |

| |
|---|
| **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 you recommendation for this policy?** |
| |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 645 has been screened and is not relevant, it does not disadvantage any member of the community. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 646 | **Owner** | dmain | |
| **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 David Main - Library Services | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF 01 Budget options - Co-location of library services | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Under this option, some library branches would be co-located with other Council venues, such as community centres or schools. Rather than close, library provision would be retained for the benefit of the community, with savings generated from repairs, maintenance and running costs at the current library sites. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Library 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** | |
| ***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?** | |
| 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 provided services. | Older people are more likely to experience mobility issues and social isolation. | A change in location may introduce new barriers to access (such as roads to cross, steps etc). Such changes are likely to negatively impact older people. |
| **Cross Cutting** | It is important that | A separate proposed | A change in location |

| | | | |
|---|---|---|---|
| | the Council takes account of how factors might interact. | reduction in library opening hours (CCF18) may further reduce access to library services. | and opening hours may present new barriers to access (e.g. bus timetables and stop locations). |
| **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 may experience barriers to accessing Council services located in unsuitable buildings. | Any change in library location may introduce new physical barriers to access and these would likely further negatively impact those with mobility issues. |
| **Social & Economic Impact** | The Council has a focus on reducing poverty. | Library services seek to combat many issues associated with poverty and the cost-of-living, including offering free internet access, free reading material, free and welcoming warm spaces, free community support and free educational activities. | A change in location may reduce the space available to deliver library services (such as fewer PCs, space for groups to meet etc). These will most likely further negatively impact those who are already socially excluded and experiencing hardship. |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | Health and wellbeing is focus area in the Council's Strategic Plan. | Reading is proven to contribute to positive mental health. Libraries also act as an information and collection point for some community health services. | Change of locations may limit the space available for community support groups to meet, health information to be displayed etc. Reductions to the library offer may contribute to adverse mental health issues for some service users. |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council must not discriminate in the way it provided | People who do not speak English well may experience | Any reduction to local signposting to sources of support |

| | | | |
|---|---|---|---|
| | services. | barriers to accessing support. | will likely negatively impact those who do not speak English as a first language. Requiring users to access services online will likely introduce new barriers to 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 proposal would result in the Council owning less buildings with associated reduced costs in utilities, rates, maintenance. The proposal would safeguard library provision in the local area and maximise use of existing Council venues. Although potentially viewed as a denigration of service, avoiding closure means residents can still access vital library and community services. The proposal would not impact on the employee headcount.

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

Yes

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 646 details potential impacts for older people, disabled people and for those experiencing social isolation and/or hardship from poverty. While the proposed change may introduce new barriers to access, this proposal seeks to continue to offer library services in the local area. Full consideration of any barriers to access will be undertaken at the time of producing final designs, which will include mitigation measures wherever possible.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 648 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE07 Assessment of impact reduction to W4U of 5%, 13% or 25% | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Consider the impact on services as a result of reduction in budget and associated loss of staff approximate (5%, 13% or 25% FTEs) | | | |
| | | | | |
| | **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **Yes** |
| **Who will be affected by this policy?** | |

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,

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 provision 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 | There are three options for consideration. These options complement previous savings on service provision and focus on staff costs. • Option 1 Reducing internal staff costs by 8% with estimated loss of 4.5ftes (approximately 5% of Working4U total staff); • Option 2 Reducing internal costs by 25% affecting approximately 13ftes (approximately 13% of W4U staff); • Option 3: Reducing internal staff costs by 50% affecting approximately 25ftes (25% of working4U staff). The value of staff costs that are funded through the Council's core |

| | | | | |
|---|---|---|---|---|
| | 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. • 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 | 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 | budget is approximately £2.29m. Reduction of Working4U service by 8% will have a value of £183,351. This will affect approximately 4.5 members of staff all of whom will, by necessity of our funding sources, come from either our Community Learning and Development team or our welfare benefits/debt team or a combination of both. This will have an impact on both team's 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 4.5 ftes in Community Learning will be the equivalent of a 20% reduction of the team (youth/adult literacies, youth diversionary activities, summer programmes). The result will be a decrease in adult | |

| | | | | |
|---|---|---|---|---|
| | jobsearch momentum and participating in learning without professional, expert support. | 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 | literacy support and youth diversionary activities, school holiday programmes and youth representation. This savings option will place more pressure on schools, police and other services to address the absence of these services. The teams have contributed to 993 people entering education or training; and 457 people gaining a qualification. 20% reduction will lead to fewer people securing access to learning opportunities (200 fewer); and 90 fewer people securing a qualification. Option 2: Reducing internal staff costs by 25% Reduction of Working4U service internal staff costs will generate a potential saving value of £572,971. This will affect 13 FTE. The majority of whom will, by necessity of our funding sources, come from either our Community Learning and Development Team or our Welfare Benefits/Debt Team or a combination of both. The effect of this level of saving on both welfare rights and community learning would be significant. | |

| | | | | |
|---|---|---|---|---|
| | | | 13fte is equivalent to 50% of the staff in each team. This represents a substantial reduction in the teams' activity and will have a significant impact on the lives of those people that W4U targets for support. For example, this would lead to a reduction of income generated for the most disadvantage in West Dunbartonshire by £5.4million each year. The number gaining qualifications would be reduced 342 people and the number entering education and/or training would reduce by 342 people. Option 3: Reduction of Working4U service internal staff costs will generate a potential saving value of £1.14m. This will affect 25 FTE. The effect of this level of saving on both welfare rights and community learning would be substantial and will leave them unable to maintain the service in a way that meets growing demand. 25fte is equivalent to 50% of the staff in both teams. This represents a substantial | |

| | | | | |
|---|---|---|---|---|
| | | | reduction in the teams' activity and will have a significant impact on the lives of those people that W4U targets for support. The result will be a substantial loss in the benefit income generated for disadvantaged residents, fewer people having access to debt counselling and potential increase in consumer debts and council tax/rent arrears. Fewer people will have access to learning support and, as a result, will miss out on opportunities to improve their lives and the lives of their families. Sharing the reduction between both teams will reduce the impact. However in both cases it will have a significant impact on the teams 'ability to maintain the current level of service provision at a time when demand from the most disadvantaged people in West Dunbartonshire is intensifying. | |
| **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 | Reduced provision may result in reduced ability to | |

| | | | |
|---|---|---|---|
| | | as other with low incomes | tackle economic and financial inequality |
| **Sex** | Our child poverty report notes women people as priority group | Women comprise 90% of single parents who are more likely to be income deprived | Reduced provision may affect women disproportionately compared to men |
| **Gender Reassign** | | | |
| **Health** | | | |
| **Human Rights** | Human Rights Act; For example Article 8 family life UNCRC (Best practice) | The work of W4U supports elements of human rights | Reduced provision may negatively affect the fulfillment of rights |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | Cross cuts with sex | Cross cuts with sex | Cross cuts with Sex |
| **Race** | Our child poverty report notes people from BME groups as a priority group | People from BME groups more likely to me 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. The options will result in a reduction in staff numbers of around in option 1: 4.ftes; option 2: 13 ftes; Option 3: 25 ftes.

**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 you recommendation for this policy?**

Modify

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

Assessment 648 provides information about the impact of a budget reduction of 8% and 25% for Working4U. The information will be used as part of the option assessment. A 25% reduction will have a substantial impact on service provision affecting the most vulnerable households in West Dunbartonshire. While an 8% reduction has less of an impact it should be considered in light of changes within other funding sources that Working4U currently has available. Reductions in European Funding and No One Left Behind Funding, which have yet to be decided, will have a further negative impact beyond the savings required by the Council. Reductions show potential negative impacts for some groups in particular women, disabled people, children people from BME Groups.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 653 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N16 Roads review of activities to support 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** | |
| ***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)** | **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** | Reduce cycle and walking Education for school age children | Roads officers support education services with safe walking and cycling. this will cease. | May reduce number of pupils with necessary road skills to safely travel to school |
| **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 | Less encouragement for children to walk to school |
| **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.**

Proposal has a negative effect on pupils in an education environment with a reduction in walking and cycling training. 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 bases?**

Liaison will be carried out with education services

**Q7 What is you recommendation for this policy?**

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

EIA 653; Proposal may have a negative effect on pupils in an education environment with a reduction in walking and cycling training. Education services has responsibility for developing a safe routes to school plan and outcomes from that plan

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 654 | **Owner** | rrea | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Resource |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Laurence | Slavin | Head of Finance | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Richard Butler Ryan Chalmers, Section Head revenues and Benefits | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES -11 Invoicing Automation (Debtors and Creditors) | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Council currently issues debtor and creditor invoices to residents and business for services received by the Council manually in Agresso via the Central Admin Support (CAS) team. Under this proposal, invoices would be issued via an automated system. Automation would deliver efficiencies in a number of services including Commercial Waste, Greenspace, Bereavement Services, Roads, Sold Property and Education - Lets and Early Years. The main potential for efficiency of creditor invoices is within Building Services process. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Successful delivery of this saving proposal will require engagement/consultation with residents/businesses. | | | |
| | | | | |

| | |
|---|---|
| **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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **No** |

**Who will be affected by this policy?**

There will also be an impact on service users who would no longer be dealing with people directly involved in the service and queries would need to be raised with the Council's Contact Centre.

**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 bases?**

**Q7 What is you recommendation for this policy?**

Intoduce

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

Screening 654: This proposal has not been screened as service users will see no changes, and there will no effect on staff.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 655 | **Owner** | jokerr | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | John | Kerr | Housing Development and Homelessness Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | John Kerr Peter Barry Janice Rainey Michelle Lynn | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | H&E12 Mitchell Way Office Rent Review | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Savings Option to review location of staff and the ongoing usage of Mitchell Way only for staff funded from the HRA | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | All within team above | | | |
| | | | | |

| | |
|---|---|
| **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)** | **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 bases?** |
| |
| **Q7 What is you recommendation for this policy?** |
| |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| Screening 655: The proposal was screened and is not relevant, so no EIA is required. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 656 | **Owner** | dmain | |
| **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 David Main - Library Services | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF 02 Budget options - Library closures | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Under this option, main branch libraries in Alexandria, Dumbarton and Clydebank would be retained, with Balloch, Parkhall, Duntocher, Faifley and Dalmuir libraries closed. If all five closures were progressed, this would result in the deletion of 12 posts. This proposal would generate a saving of circa £427,000 (£300,000 from staffing and £127,000 from property running costs including energy and maintenance). | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Library 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** | |
| ***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?** | |
| 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 provided services | Older people are more likely to experience mobility issues and social isolation. | Library closures will further reduce opportunities for social interaction by those already isolated. |
| **Cross Cutting** | The Council has a | Separate savings | Despite a long-term |

| | | | |
|---|---|---|---|
| | statutory duty to provide an adequate library service to residents. It is important that the Council takes account of how various factors might interact. | proposals may lead to further reductions in other available community provision (e.g. community centres, Working4U learning programmes). | national trend of declining physical visitors to libraries, West Dunbartonshire Libraries are seeing continual growth since the pandemic as residents return to libraries. Physical use is increasing quarter on quarter towards pre-pandemic levels; digital use of services remains at an all-time high following the forced digital pivot during lockdown. Numbers of family Bookbug sessions, adult craft sessions, heritage and author events continue to demonstrate the demand for library services in the area. Library closures will significantly reduce the services and resources available to local communities - with those most affected usually experiencing multiple deprivation such as social &digital exclusion and poverty. Young children, families on low incomes as well as the unemployed and older residents will likely experience the most significant negative impacts. Requiring users to travel greater distances to access support in alternative venues may present new |

| | | | |
|---|---|---|---|
| | | | barriers for some (e.g. bus timetables and stop locations). |
| **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 may experience barriers to accessing Council services located in unsuitable buildings. | Closure of libraries will further reduce the ability for some residents to access Council services in person. Virtual platforms will not be suitable for all, resulting in some residents becoming further isolated from accessing support. The Home Library service will likely see a significant rise in demand which may not be possible to meet with current resource. |
| **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, free reading material, free and welcoming warm spaces, free community support and free educational activities. | Library closures will further limit the opportunity for those experiencing social isolation and/or hardship to access support. As physical routes to support are removed, those who are digitally excluded will face more obstacles in accessing assistance. |
| **Sex** | The Council needs to consider impacts of staff and service users | 75% of staff are female research shows that women have on average less access to private transport (CARS) than men | Any reductions in numbers of staff are more likely to be experienced by women because of workforce composition |
| **Gender Reassign** | | | |
| **Health** | Health and wellbeing is focus area in the Council's Strategic Plan. | Reading is proven to contribute to positive mental health. Libraries also act as an information and collection point for some community health services. | Library closures will further limit the space available for community support groups to meet and for health information to be accessed. Reductions to the library offer |

| | | | |
|---|---|---|---|
| | | | may contribute to adverse mental health issues for some service users. |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council must not discriminate in the way it provided services. | People who do not speak English well may experience barriers to accessing support. | The loss of local signposting to support will likely negatively impact those who do not speak English as a first language. Requiring users to access services online will likely introduce new barriers to 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 proposal would safeguard library provision in Alexandria, Dumbarton and Clydebank - the three main populated areas of West Dunbartonshire, while resulting in the Council owning less buildings with significantly reduced associated costs in utilities, rates, maintenance.

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

Yes

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 656 details negative potential impacts for older people, women, disabled people and for those experiencing social isolation and/or hardship from poverty. While physical visits to libraries have experienced a long-term national trend of slow decline over the past decade, West Dunbartonshire Libraries continue to see a steady increase in physical visitors since the pandemic as residents continue to return. Online use of digital library resources remains extremely high and would likely to continue to do so, however it is important to recognise this only represents use from those who are digitally connected at present. Library closures will further widen the digital exclusion gap with a significant reduction in community internet provision. Retaining library provision in the main populated areas of Alexandria, Dumbarton and Clydebank means residents can still access these vital community services in the larger towns, while generating a significant saving to Council budgets.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 659 | **Owner** | LPENNYCOOK | |
| **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 Kathy Morrison - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | EDU-15 Reduce Education Greenspace Budget | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Education Services budget allocation for Grounds Maintenance in educational premises is £313,883. Last year costs paid were £283k. Consider reducing this budget by £100k. Current grounds maintenance provision includes: grass cutting, hedge cutting, weed killing, shrub maintenance and sports pitch maintenance. The level of maintenance differs within each premise. Education Services budget allocation for Grounds Maintenance in educational premises is £313,883. Consider reducing this budget by £100k. 2 options for consideration: 1. Change the frequency of grass cuts from fortnightly to 4 weekly. There would be no changes to sports pitches. Grass within educational premises is currently cut every fortnight (twice per month). The frequency of cuts would reduce to one cut every 4 weeks; or 2. Identify large areas of grass &plant small trees so the grass would not require to be cut. These areas would now be an area of biodiversity. The trees would be funded from Greenspace's Nature Restoration Fund. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consultation with other Council services who currently provide this service as there may be an impact on staffing within other departments. Consultation with HR, HTs/HOC's, TU's to advise of possible changes to the learning environment. | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?** | |
| Children attending schools/ELCC's as this will affect the outside learning environment. Other Council department who currently provide this service as may result in a reduction to current staffing if option 1 is approved. | |

| **Who will be/has been involved in the consultation process?** |
|---|
| Consultation with other Council department who currently provide this service and any impact on staffing within other departments. Consultation with HR, HTs/HOC's and TU's to advise of possible changes to the learning environment. |
| **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 elements may interact. | It is important that shared areas are accessible to all. | Outside learning spaces may be less accessible due to long grass. |
| **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. | 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 an impact on accessibility for pupils with additional special needs if grass is left without being cut for longer periods. |
| **Social & Economic Impact** | The Council needs to consider the interplay between social and economic factors. | Outside greenspace may be particularly important to pupils who cannot access this where they live | Negative Impact If there is a reduction to grass cutting, grass will be long and more cut grass will lie during periods. This grass may be carried in to schools which will be unsightly and a possible health and safety hazard. There may be a perception by staff, pupils and residents that areas are less well maintained. There will be a reduction of 4 FTE posts within Greenspace if the reduction in grass cutting option is approved. This could result in redeployment through Switch for staff. |
| **Sex** | | | |
| **Gender Reassign** | | | |

| | | | |
|---|---|---|---|
| **Health** | Health and wellbeing are a priority for the Council as noted in our Strategic Plan 22-27. Redeployment of staff. | Physical environment can influence physical and mental health | Negative Impact If there is a reduction to grass cutting, grass will be long and more cut grass will lie during periods. This grass may be carried in to schools which will be unsightly and a possible health and safety hazard. There may be a perception by staff, pupils and residents that areas are less well maintained. Option 2 may provide mitigation to the above. If more trees were planted, this will provide a more attractive and natural environment and also create areas of biodiversity. |
| **Human Rights** | Human Rights Act/ECHR Article 8 This includes a right to participate in essential economic, social, cultural and leisure activities. UNCRC Article 3 Best interests of the child Every decision and action taken relating to a child must be in their best interests. | Outside greenspace may be particularly important to pupils who cannot access this where they live. | Impacts have been considered in the round in this assessment. |
| **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 Head Teachers/Heads of Centres. HR monitoring of the demographic of staff potentially affected (within another service area). Monitoring will be carried out on a termly basis. |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 659: 2 options have been considered in terms of impacts: 1. Some potential negative impacts noted in section 2 of the EIA in terms of disability, health and cross cutting elements; or 2. Identify large areas of grass &plant small trees so the grass would not require to be cut. This may mitigate some of the negative impacts compared to option 1. There may be some positive impacts. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 660 | **Owner** | mlynn2 | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | Budget SD and P |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Angela | Wilson | Chief Officer Supply Distribution &Property | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Michelle Lynn Assets Coordinator | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | SDP14 Review the use of Municipal Buildings to identify alternative uses or commercial opportunities | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Maximise opportunities to rationalise use of our operational Estate to deliver in year savings on property running costs and where applicable increase revenue by leases parts thereof. Additional revenue income will add to the relevant budget lines for use by WDC | | | |
| | | | | |
| | **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 EIA will be produced 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** | |
| ***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)** | **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?** | |
| WDC staff members | |
| **Who will be/has been involved in the consultation process?** | |
| Chief Officers and Service Managers | |
| **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 continued monitoring of staff accommodation is monitored via SAMG and service managers meetings.

**Q7 What is you recommendation for this policy?**

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

Screening 660 concludes that the proposal is not relevant and therefore does not require an impact assessment, as it builds on successful existing arrangements and does not introduce significant changes.

**Equality Impact Assessment record layout for information: Assessment Number 664**

| | |
|---|---|
| **Owner:** | Craig Jardine |

| | | | |
|---|---|---|---|
| **Resource:** | Regeneration | **Service/Establishment:** | SD&P |

| | First Name | Surname | Job Title |
|---|---|---|---|
| **Head Officer:** | Angela | Wilson | Chief Officer Supply Distribution & Property |

| | Include job titles/organisation |
|---|---|
| **Members:** | Craig Jardine Corporate Asset Manager |

| Please note: the word policy is used as shorthand for strategy policy function or financial decision | |
|---|---|
| **Policy Title:** | SDP11 Reduce Consultancy Services and Capital Investment Team |

| **The aim, objective, purpose and intended outcome of policy** |
|---|
| Consultancy Services and the Capital Investment Team 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 and the Capital Investment Team should be reviewed with the review also considering how costs are recharged against the appropriate budget.<br><br>Within Consultancy Services there are 24 employees of varying grades. The team comprises of a programme leader, a senior architectural officer, an electrical engineer, a senior clerk of works, architectural officers, architectural assistants, quantity surveying officers, clerks of works.<br><br>Within the Capital Investment Team there are 6 posts of varying grades. The team comprises of capital project managers, client business partners, scoping officer and support co-ordinator. |

| |
|---|
| The revised recharging model across GS / HRA capital has been agreed with Finance and the proposal is to remove 4 posts within Consultancy Services and 2 posts from the Capital Investment Team. |

| **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?** | Y |
| **If yes please confirm that you have contacted our procurement services to discuss your requirements** | |

| **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)** | Y |
| **Relevance to Human Rights (HR)** | Y |
| **Relevance to Health Impacts (H)** | Y |
| **Relevance to Social Economic Impacts (SE)** | Y |

| **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?** |
|---|
| Stewart Paton, Programme Leader Consultancy Services and Craig Jardine, Corporate Asset Manager - conducted this high level efficiency option;<br>Angela Wilson, Chief Officer - Supply, Distribution and Property Services, West Dunbartonshire Council - interrogated this high level efficiency option;<br>Performance and Monitoring Review Group, West Dunbartonshire Council - where informed of this high level efficiency option;<br>Martin Rooney, Leader of the Council - was informed of this high level efficiency option; and<br>Michelle McGinty, Deputy Leader of the Council - was informed of this high level efficiency option.<br><br>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 - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/<br><br>https://www.gov.scot/publications/older-people-employment-scotland/<br><br>The age profile in the current structure:<br>0 staff = <24 years old<br>0 staff = 25 -29 years old<br>2 staff = 30 - 34 years old<br>2 staff = 35 - 39 years old<br>4 staff = 40 - 44 years old<br>3 staff = 45 - 49 years old<br>5 staff = 50 - 54 years old<br>4 staff = 55 – 59 years old<br>3 staff = 60 - 64 years old<br>3 staff = 65 + years old<br>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. |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Disability** | Worries surrounding job security may be heighten in disabled staff - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | HR21 report<br><br>Disabled people in employment - House of Commons Library (parliament.uk)<br><br>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. |
| **Gender Reassign** | Please see cross cutting | | Neutral |
| **Marriage & Civil Partnership** | Please see cross cutting | | Neutral |
| **Pregnancy & Maternity** | Please see cross cutting | | Neutral |
| **Race** | Please see cross cutting | | Neutral |
| **Religion & Belief** | Please see cross cutting | | Neutral |
| **Sex** | Worries surrounding job security may be heighten in women - reiterate the commitment to no compulsory redundancies<br><br>Please see cross cutting | There are 11 out of 30 staff who are women | Neutral |
| **Sexual Orientation** | Please see cross cutting | | Neutral |
| **Human Rights** | Please see cross cutting | | Neutral |

| | Needs | Evidence | Impact |
|---|---|---|---|
| **Health** | Worries surrounding job security may be heighten in staff who have Health conditions<br><br>Please 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. |
| **Social & Economic Impact** | Please see cross cutting | | Neutral |
| **Cross Cutting** | Identify a "champion" to assist with understanding of this process for staff<br><br>Reiterate the commitment to no compulsory redundancies to mitigate against any heightened concerns | | Neutral |
| **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 6 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 | | | |

| What is your recommendation for this policy? |
| --- |
| Introduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 664 details impact on staff.  6 staff in a current structure of 22.14 FTE, will be potentially displaced. Employees affected will be supported through the Council Wellbeing and Switch policy. |

Michelle Lynn Phone: 6992 Date Started: 14-Feb-2023

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 665 | **Owner** | andbrown | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Ed |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Claire | Cusick | Senior Education Officer | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Laura Mason - Chief Officer Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Kathy Morrison - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Savings Option EDU12 - Remove breakfast club provision in all primary schools | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Presently, all primary schools in West Dunbartonshire offer a breakfast club provision. Uptake is split between children from families who benefit from the service for the provision of breakfast, and children whose parents drop them off early at school to facilitate shift work/travel to work. Breakfast clubs are staffed in the main by Learning Assistants and Clerical Assistants who receive payment for these additional hours. The Breakfast Club operates between 8.00 a.m. – 9.00 a.m. The overall operation of the Breakfast Club is the responsibility of the Head teacher and the suggested timetable is: 8.00 a.m. – 8.15 a.m. setting up /preparation time 8.15 a.m. – 8.50 a.m. Breakfast Club open 8.50 a.m. – 9.00 a.m. clearing up time. Under this proposal, breakfast club provision would cease, generating a saving of £142,000 (including on costs) in the first year. The first year saving (2023/2024) would be a part-year saving and the saving detailed is based on the 8 month period August – March. The savings for future years would equate to £212,867 (including on costs) This proposal will impact the equivalent of 69 employees who are predominantly female. The average weekly hours required to cover breakfast clubs in the post is between 3 – 5 hours per week. | | | |
| | | | | |
| | **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?** | **Yes** |
| **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?** | |
| 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 breakfast clubs could impact this group negatively. | Negative |
| **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. | Negative Impact Removing Breakfast Clubs 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. Staff working in breakfast clubs are predominantly female. Loss of breakfast clubs could impact both women and single parents negatively. | Negative |
| **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. | 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 | Negative |

| | | | |
|---|---|---|---|
| | | nothing to eat that day. | |
| **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. Loss of breakfast clubs could impact this group negatively. | 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.**

Council has a statutory duty to provide a balanced budget. It may 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 you recommendation for this policy?**

Intoduce

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

EIA 665: Whilst breakfast clubs are used by many for the provision of breakfast, for many others it provides childcare facilities. It may be possible to cater for those who require breakfast by other means.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 666 | **Owner** | andbrown | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Ed |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Julie | McGrogan | Senior Education Officer | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Laura Mason - Chief Education Officer Andrew Brown - Senior Education Officer Kathy Morrison - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Savings Option EDU13 - Remove the provision of free swimming lessons for children in primary 4 | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Currently in West Dunbartonshire, £14,000 funding is allocated to provide free swimming lessons to children in primary 4 during term time. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consultation with West Dunbartonshire Leisure Trust who currently assist in the provision of this service. Consultation with stakeholders, HTs, 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** | |
| ***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?**

Children attending schools will no longer receive free swimming lessons, and would need to gain this life skill elsewhere. WD Leisure would need to consider the need for a programme of swimming lessons, and ascertain costs and uptake of such a programme. As such, it is likely to be those most in need and at risk that would be affected by this change.

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

Consultation with WD Leisure who currently provide this service. Consultation with stakeholders, 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 | Households with one or more disabled | Negative |

| | | | |
|---|---|---|---|
| | poverty | person are more likely to be income deprived and face challenges engaging with any swimming programme not organised /arranged by the schools. | |
| **Social & Economic Impact** | The Council needs to consider the interplay between social and economic factors. | School swimming lessons were introduced to ensure that all of our young people gain this important life skill - especially important bearing in mind the number of waterways in the local authority, and the dangers they present. Lower income families would struggle to engage with swimming lessons if they are not provided for them through school. | 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. Were swimming lessons not organised / arranged by schools, single parents would struggle to engage. | Negative |
| **Gender Reassign** | | | |
| **Health** | Health and wellbeing are a priority for the Council as noted in our Strategic Plan 22-27. | Swimming is an activity that promotes health and wellbeing. Reducing the number of children able to swim would impact on their health and wellbeing, and without this life skill would present a risk to life. | Negative Impact |
| **Human Rights** | Whilst learning how | Article 2 of Human | Negative |

| | | | |
|---|---|---|---|
| | to swim is not a human right, knowing how to swim can contribute to article 2 protecting the right to life. | Rights Act | |
| **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, and as such face challenges engaging with any swimming programme not organised / arranged by the schools. | 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 council has a statutory duty to balance the budget. Water safety is a discussion at various stages of school and in a number of curriculum areas. This works together with ensuring children are able to swim.

**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 you recommendation for this policy?**

Don't Introduce

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

EIA 666: The provision of free swimming lessons for all of our children ensures that they acquire a basic life saving skill. The abundance of rivers, canals and lochs in our our geographical area present a significant risk to those without this skill - indeed, there have been a number of recent fatalities. The relatively small amount saved by this proposal does not outweigh the risk presented by removing the service.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 667 | **Owner** | andbrown | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Ed |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Julie | McGrogan | Senior Education Officer | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Laura Mason - Chief Education Officer Andrew Brown - Senior Education Officer Kathy Morrison - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Savings Option EDU09 - Reduce the provision of clerical support hours in primary schools | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Council currently offers 2,250 hours of clerical support in primary schools costing £1.461m. This equates to 64.3 FTE posts. Under this proposal, a review of clerical operations within primary schools would be undertaken to identify duplication and ensure the service is working efficiently. It is proposed that a saving of £119,420 could be achieved by introducing modern technological solutions, creating a local learning community administrative support function, reviewing front-line personnel required in school offices and introducing modern working practices including flexible working to enhance the work-life balance of employees. A review would take place in session 2023/24, with a saving equivalent to 5FTE being taken in 2024/25. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consultation with HTs, HR, TUs and staff regarding continuation of the service for the duration of the pilot project. | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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?** | |
| Clerical Assistants based in primary schools. | |
| **Who will be/has been involved in the consultation process?** | |
| Head Teachers, Business Managers, Clerical Assistants, TU's, Education Officers, HR advisors, Staffing and Finance Officers | |
| **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** | Women/single parents; Priority group in terms of child poverty | Clerical Assistants in our primary schools are primarily female. Women are more likely to be income deprived than men. Around 90% of single parents are women. | 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.**

Council has a statutory duty to provide a balanced budget. Any potential reduction in staffing requirements could be managed through the SWITCH redeployment programme.

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

HR monitoring of the demographic of staff potentially affected. Feedback is expected from Head Teachers, Parents and carers, TU's, Education Officers, HR advisors, Staffing and Finance Officers

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 667: Reducing the provision of clerical support hours in primary schools will bring updated working practices and processes to primary schools, reducing unnecessary duplication across establishments. Any potential reduction in staffing requirements could be managed through natural turnover of staff, and/or SWITCH redeployment programne.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 668 | **Owner** | mlynn2 | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | Budget SD and P |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Angela | Wilson | Chief Officer Supply Distribution &Property | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Michelle Lynn Assets Coordinator | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | SDP13 Reduce the resource in the Asset Management team from 22.14 FTE to 19.14 FTE removing three posts. This generates a capital budget saving rather than revenue. | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Council's Asset Management team is currently made up of a workforce of 25 equating to 22.14 FTE. An initial review of service has been undertaken to try and deliver savings whilst streamlining processes. The initial review also looked at the support Asset Management receive from CAS and other services across the authority. The initial review has looked at processes involving monitoring physical assets and digital system holding asset information together with monitoring and instructing repairs to BAM schools. There are no further vacancies within the team. Under this option, the Asset Management team would continue to operate with 22 employees, equating to 19.14 FTE. This will generate a capital saving rather than a revenue saving. This option is in line with the capital programme reduction agreed at council in December. CAPITAL SAVING 23/24 - £96,036 24/25 - £97,957 25/26 - £99,916 | | | |
| | | | | |
| | **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** | |
| ***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 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 - reiterate the commitment to no compulsory redundancies Please see cross cutting | https://www.gov.scot/publications/scotlands-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 Reiterate the commitment to no compulsory redundancies to mitigate against any heightened concerns | | Neutral |
| **Disability** | Worries surrounding job security may be heighten in disabled staff - reiterate the commitment to no compulsory redundancies Please see cross cutting | 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. |
| **Social & Economic Impact** | Please see cross cutting. | | Neutral |
| **Sex** | Worries surrounding job security may be heighten in women - | There are 2 out of 3 staff who are women | This may have a negative impact as women are more likely to be affected |

| | | | |
|---|---|---|---|
| | reiterate the commitment to no compulsory redundancies Please see cross cutting | | by this policy. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme. |
| **Gender Reassign** | Please see cross cutting | | Neutral |
| **Health** | Worries surrounding job security may be heighten in staff who have Health conditions Please 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** | Please see cross cutting. | | Neutral |
| **Marriage & Civil Partnership** | Please see cross cutting. | | Neutral |
| **Pregnancy & Maternity** | Please see cross cutting. | | Neutral |
| **Race** | Please see cross cutting. | | Neutral |
| **Religion and Belief** | Please see cross cutting. | | Neutral |
| **Sexual Orientation** | Please see cross cutting. | | Neutral |

**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 3 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 you recommendation for this policy?**

Intoduce

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

EIA 668 details impact on staff. Three staff in a current structure of 22.14 FTE, will be potentially displaced from the structure. There are: 2 out of 3 staff are women and this could therefore affect women more; 1 out of staff being 60 - 65 and this could heightened concerns about being displaced, as evidence suggests that those over 50 find it more difficult to regain employment.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 669 | **Owner** | dmain | |
| **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 David Main - Library Services | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF 19 Budget options - Review of school library provision | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Currently, there is four-day-a-week staffed library provision across most of West Dunbartonshire's five secondary schools, with one school operating five days and another three days. The service has a workforce of 4.1 FTE librarians. Under this proposal, the service would operate part-time and on days when librarians were not present, the space could be utilised for lessons with teaching staff, or could be supported by senior student volunteers at lunchtimes. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Library 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** | |
| ***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?** | |
| West Dunbartonshire Council residents/school 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 provided services. | As people approach secondary school age, public library use tends to drop unless encouraged and supported during school. | Reducing the school library provision negatively impacts young people accessing services and activities specifically designed |

| | | | |
|---|---|---|---|
| | | | to support their educational and personal development. |
| **Cross Cutting** | It is important that the Council takes account of how factors might interact. | Other Council proposals may further impact young people who are experiencing hardship. | Requiring users to travel greater distances to access support may present new barriers (e.g. bus timetables, fares and stop locations). |
| **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 may experience barriers to accessing Council services located in unsuitable buildings. | Extra-curricular wellbeing support is provided by school libraries, including as a safe and trusted space during the school day to explore independent personal development. This option would reduce the ability for young people with disabilities to access the school library space in times of need. |
| **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. | Reductions to school libraries will likely lead to increases in social and digital exclusion for pupils experiencing hardship. Opportunities designed to prevent disrupted learning will be reduced, leading to a potential decrease in attainment. |
| **Sex** | The Council needs to consider impacts of staff and service users. | All school library co-ordinator positions are currently held by female staff. | Any reductions in numbers of staff are more likely to be experienced by women because of workforce composition. |
| **Gender Reassign** | The Council must not discriminate in the way it provided services. | Young people of secondary school age are at a crucial stage in their | Young people make use of school library services to explore their own |

| | | | |
|---|---|---|---|
| | | personal development and require safe trusted spaces in which to explore their own feelings in non-judgmental settings away from peers. | development in a safe and non-judgmental way. Library items are often ordered discreetly for young people to read privately. |
| **Health** | Health and wellbeing is focus area in the Council's Strategic Plan. | Reading is proven to contribute to positive mental health. | Reducing the opportunity for young people to access a school library may contribute to adverse mental health issues for some service users. |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council must not discriminate in the way it provided services. | People who do not speak English well may experience barriers to accessing support. | School library services seek to offer tailored reading material for individuals - such as graphic novels in foreign languages. Without this resource, reading material will more likely be limited to popular titles in English only. |
| **Religion and Belief** | | | |
| **Sexual Orientation** | The Council must not discriminate in the way it provided services. | Young people of secondary school age are at a crucial stage in their personal development and require safe trusted spaces in which to explore their own feelings in non-judgmental settings away from peers. | Young people make use of school library services to explore their own development in a safe and non-judgmental way. Library items are often ordered discreetly for young people to read privately. |

**Actions**

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

| |
|---|
| The school library service not only exists to issue books and other materials to pupils across the five mainstream secondary schools, it also supports literacy, personal development, critical thinking and provides space and support for study and projects. It is integral to supporting the curriculum in schools. Reducing the school library offer to a part-time only service enables these vital functions to continue while generating a saving to the Council at a time of significant budget pressure. |
| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| Yes |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 669 details potential impacts for young people, especially those who are currently socially and digitally excluded due to hardship from poverty. These should be balanced against the likely impact of full service closure. With existing school library provision on a part-time basis in four out of five secondary schools, reducing the school library provision to part-time across the authority enables savings to be generated while retaining these vital functions. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 670 | **Owner** | dmain | |
| **Resource** | Transformation | | **Service/Establishment** | Budget CCF |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Amanda | Graham | Chief Officer, CCF | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Stephen Daly, Citizen Services David Main, Libraries | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | CCF 18 Budget options - Reduce Library Opening hours | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Library hours | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Library 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** | |
| ***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?** | |
| 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 provided services | Older people are more likely to experience mobility issues and social isolation. | Reductions to library opening hours will further reduce opportunities for social interaction by those already isolated. |
| **Cross Cutting** | It is important that the Council takes account of how factors might interact. | Separate proposals (CCF01 &CCF02) may further reduce access to library services. | Requiring users to travel greater distances to access support may present new barriers (e.g. bus timetables, bus |

| | | | |
|---|---|---|---|
| | | | fares and stop locations). |
| **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 may experience barriers to accessing Council services located in unsuitable buildings. | Reduced library opening hours will further reduce the ability for some residents to access Council services in person. Virtual platforms will not be suitable for all, resulting in some residents becoming further isolated from accessing support. |
| **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, free reading material, free and welcoming warm spaces, free community support and free educational activities. | Reduced opening hours will further limit the opportunity for those experiencing social isolation and/or hardship to access support. As physical routes to support are reduced, those who are digitally excluded will face more obstacles in accessing assistance. |
| **Sex** | The Council needs to consider impacts of staff and service users. | 75% of staff are female. Research shows that women have on average less access to private transport (CARS) than men. | Any reductions in numbers of staff are more likely to be experienced by women because of workforce composition. |
| **Gender Reassign** | | | |
| **Health** | Health and wellbeing is focus area in the Council's Strategic Plan. | Reading is proven to contribute to positive mental health. Libraries also act as an information and collection point for some community health services. | Reduced opening hours will further limit the opportunities available for community support groups to meet and for health information to be accessed. Reductions to the library offer may contribute to adverse mental health issues for some service users. |
| **Human Rights** | | | |

| | | | |
|---|---|---|---|
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | | | |
| **Race** | The Council must not discriminate in the way it provided services. | People who do not speak English well may experience barriers to accessing support. | The reduction of local signposting to sources of support will likely negatively impact those who do not speak English as a first language. Requiring users to access services online will likely introduce new barriers to 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.**

Libraries support literacy and digital inclusion, providing access to books and other reading materials alongside signposting to other Council services via the integration of citizen services. They are used by a number of services including Working4U and CL&Dto provide outreach and also provide a safe space for people who are vulnerable and isolated. Reducing the opening hours of libraries retains these vital services while generating savings for the Council.

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

Yes

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 670 details negative potential impacts for older people, women, disabled people and for those experiencing social isolation and/or hardship from poverty. While physical visits to libraries have experienced a long-term national trend of slow decline over the past decade, West Dunbartonshire Libraries continue to see a steady increase in physical visitors since the pandemic as residents continue to return. Online use of digital library resources remains extremely high and would likely to continue to do so, however it is important to recognise this only represents use from those who are digitally connected at present. Further reductions to library opening hours will likely further widen the digital exclusion gap with a significant reduction in community internet provision. However, reducing library opening hours as opposed to closures mean that residents can still access these vital services, while generating a required saving for Council.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 672 | **Owner** | cenglish | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Clare | English | Communities Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Clare English - Communities Manager | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE05 Reduce Community budgeting by 10% | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Community Budgeting is a part of West Dunbartonshire's response to Participatory Budgeting. It is a method of allocating small grants to community groups and organisations where the decision on which groups receive funding is made by local people through voting. Community Budgeting contributes to the requirement of the Council to direct 1% of its budget through a Participatory Budgeting process, it is also an element of the Mainstreaming project within the Community Empowerment delivery plan Previous phases of Community Budgeting voting took place in community locations where people had the opportunity to gather and vote in person for the projects they saw as of most value. This savings option will reduce the £60,000 budget available by 10% to £54,000. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | The Communities Team, and 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** | |
| ***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?** | |
| This budget reduction would impact on the Council's Community Empowerment ambitions which have been developed in response to the Community Empowerment (Scotland) Act 2015. The Community budgeting process allows for increased levels of community participation and resources are directed to communities where it is most needed. Community budgeting has a high social return on investment. It also contributes to the requirement for the Council to direct 1% of its budgets through a Participatory Budgeting process. | |
| **Who will be/has been involved in the consultation process?** | |
| The equalities impact assessment has been produced as part of the process for assessing the potential savings options being explored by the Council. The consultation has included elected members and senior council officials | |

**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** | Equality outcome on increasing participation of younger people. There is a need for community groups in West Dunbartonshire to apply or source funding to deliver programmes. | Evidenced that less than 5% of young people participated in the CB voting. Volume of groups applying across Phase 4 = 42% and Phase 5 = 28%. Recovery from covid for young people. Digital Exclusion(see EIA281)-WDC Digital Policy-Curriculum for Excellence-Empowerment Strategy- Young people's National outcomes:1-7-Rights of the Child | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Cross Cutting** | The Council has adopted an equality outcome. Participation in Community Budgeting in terms of BME people, disabled people and younger people We need to be aware of intersectionaility. | People can simultaneous be members of more than one disadvantaged group, which can multiply negative outcomes. | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Disability** | Equality outcome on increasing participation of disabled people We have a duty to make services accessible to disabled people | Evidence suggests disabled people are more likely to be socially isolated, and less likely to be involved in community life than non disabled people. In previous phases of CB groups supporting disability issues were successful in gaining funding and were represented at voting events. In 2019 85% of homes in WD had home | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |

| | | | |
|---|---|---|---|
| | | access to the internet available. This is only slightly below the Scottish average. However, fewer older and disabled people use technology than the general population. | |
| **Social & Economic Impact** | There is a need to ensure that our approach to Community Budgeting empowers local communities. It is a democratic method of distributing funds to meet local needs. | Previous phases of CB have supported projects addressing low income and poverty in communities. The impact of theses has been to increase income (through training opportunities, increased benefit take up, community enterprise, social investment etc.), reduced expenditure (debt advice, transport, local food production) and through sharing and redistributing resources, communities can be impacted by Community Budgeting. | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Sex** | Engagement in community activities varies across age and gender. | There is no significant differences between men and women using on line activity. | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Gender Reassign** | Those undergoing or have undergone gender reassignment can be particularlyexcluded from social and civil society, it is important that people have an | LGBT+ community group Facebook.com/Valepride2019, WDC Youth Council inaugural meet 2019 highlighted Youth Empowerment /LGBT as one of top | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |

| | | | |
|---|---|---|---|
| | opportunity to participate in things that might effect them. | 4priorities for YP. | |
| **Health** | Being able to participate, being represented and feeling able to make an impact on where you live can have a positive effect on both mental and physical health. | Our physical and social environment is the framework in which our lives take place and, depending on circumstances, it can provide us with opportunities or limit our potential (Scottish National Performance Framework). In previous phases of CB changes to the physical environment within communities has featured in several successful bids. There is evidence of the positive impact these changes made to the communities who implemented these. | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Human Rights** | Relevant under core civil rights, such as the right to respect for private and family life (Article 8 of the Convention), the right to freedom of expression (Article 10) and the right to education (Article 2 of Protocol No. 1). The rights of the Child. Article 21. | Awareness of Human Rights as part of everyday life is low. Therefore its relevance nationally has received increased focus from the Scottish Government on giving Human Rights a more central place | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Marriage & Civil Partnership** | This area cross cuts with sex, and sexual orientation | This area cross cuts with sex, and sexual orientation | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Pregnancy &** | This area cross cuts | Primary care | Potential to have a |

| | | | |
|---|---|---|---|
| **Maternity** | with consideration under sex Work needs to take account of the needs, of pregnant women similar to those under 'sex' | responsibilities falls predominately upon women. Women's available time is can therefore be restricted. However, child care and other care responsibilities maintains a link to community matters through school etc., | negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Race** | We have a duty to make funding available to all. Equality outcome on increasing participation of BME groups within our local authority. | 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 those groups. Participating in CB could help improve understanding across cultures. Local Driver Equality outcomes adhered to. Groups representing the BME communities have been underrepresented at previous CB phases. | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Religion and Belief** | Faith groups have been represented and successful in previous phases of CB. , due diligence is taken to make sure there is no chance of a clash with significant festivals or times for worship. | If there were to be a defined community event during CB6, due diligence will be taken to allow all religious beliefs participation to suit all. | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |
| **Sexual Orientation** | Need to support inclusion in civil society. | Evidence suggest that LGBTQ+ people can be more socially isolated and more at risk of discrimination. Evidence that LGBTQ+ people are more likely to be | Potential to have a negative impact if the Council ambitions to direct 1% of eligible budgets through a participatory budgeting process are not realised. |

| | | | |
|---|---|---|---|
| | | income deprived. Evidence suggests- that there are still barriers to engaging with LGBTQ+ people | |

**Actions**

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

Community budgeting activity will continue the activity will be in the main a digital experience, this may exclude some residents from the protected categories. The severity of the negative impact will also be dependent on the decisions regarding the savings option that the Council makes on the future structure of the Communities Team HE04.

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

Yes,teh impact of the policy will be subject to the ongoing participatory budgeting processes, regular meetings will be ongoing by the planning sub group through out the financial year. The element of Coproduction also offers opportunity for scrutiny by officers and community and this will be built into our practice. Monitoring during the application process will include identifying any funding gaps from groups who represent equalities communities. Efforts will be made by staff and partners to encourage and support participation from these communities and to support access to external funding. If in addition the decision is also made to reduce the Communities Team by 50% there will be a significant negative impact on Communities across West Dunbartonshire, including community participation and resources being directed to communities where it is most needed, this would be monitored through Community consultation and reported annually.

**Q7 What is you recommendation for this policy?**

Pilot

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

EIA 672 details potential impacts of the option HE05and if taken in conjunction with HE04 Option 1: which will result in a 50% reduction in staffing and a potential 70% reduction in services delivered including Community budgeting as part of the Participatory Budgeting process. This will have a severe equalities impact on West Dunbartonshire residents and their Communities. This budget reduction would impact on the Council's Community Empowerment ambitions which have been developed in response to the Community Empowerment (Scotland) Act 2015. The Community budgeting process allows for increased levels of community participation and resources are directed to communities where it is most needed. Community budgeting has a high social return on investment.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 673 | **Owner** | cenglish | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Clare | English | Communities Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Clare English - Communities Manager | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE13 Reduce the level of funding available to Community Councils | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Community Empowerment (Scotland) Act of 2015 has given Community Councils new legal powers and responsibilities, such as the ability to request information and assets from public bodies, and to be consulted on certain decisions that affect their community. The act also requires public bodies to consider the views of Community Councils when making decisions that may impact the local community. Community Councils are also empowered to make some decisions that affect their community. At present the total £25,000 budget available is allocated to Community Councils as a flat rate £500 administration grant plus a per capita allowance minus insurance costs, distributing the remaining budget across active Community Councils, the distribution in 22/23 equates to £0.04 per resident. This option reduces the budget available to Community Councils from £25,000 to £14,000 This is achieved by increasing the administration grant from £500 to £750 and reducing the per capita allowance by 75%, £0.01 per head of population. There are also potential further year on year savings as the per capita figure is set and the budget is based on all 17 Community Council areas having an active council. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Communities, associated Business Partners | | | |
| | | | | |

| | |
|---|---|
| **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?** | |
| 17 Community Council areas | |
| **Who will be/has been involved in the consultation process?** | |
| The equalities impact assessment has been produced as part of the process for assessing the potential savings options being explored by the Council. The consultation has included elected | |

members and senior council officials

**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** | CLD services are targeted at children, young people and adults who are experiencing disadvantage accessing services and often have limited resources. This includes lone parents, disengaged young people, and people with limited qualifications. pre-pandemic WD had higher levels of youth unemployment than Scotland. | 27.4% of children across West Dunbartonshire are living with poverty. Children born into poverty are more likely to experience mental health problems. The evidence from the pandemic economic impacts to date shows that young people (aged 16-24 years) have been disproportionately affected. All Age UK have noted that there has not been as big an upsurge in the use of digital technology among older people since 2020 as is assumed by some. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Cross Cutting** | Intersectionality and multiple discrimination need to be taken into account. Need to progress Councils equality outcomes and aspirations. Need to support Council BSL action plan. | WD has higher than Scottish and UK levels of deprivation and child poverty which has multiple negative outcomes for people living in poverty and with limited access to CLD services. Living in poverty is a significant determinant of both physical and mental health. Many of the groups who were already struggling with poverty have borne the brunt of the pandemic and the cost of living crisis and things will get more | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

| | | | |
|---|---|---|---|
| | | challenging. | |
| **Disability** | We have legal duty to ensure that services are accessible to disabled people. This duty is anticipatory. CLD services are open to all however a particular risk group are those with disabilities or long term health issues. Risk of poverty is much higher for disabled people. Older people are more likely to be disabled than younger people, and only 17% of people who eventually have impairment are born with this. WDC is committed to ensuring BSL users are supported to access services, so that they can improve their quality of life. The Councils BSL Action Plan is relevant in terms of service accessibility. | Disabled people more likely to be in poverty. WD has a higher percentage of disabled people than Scotland on this measure. 23% of those who live in a household with a disabled household member live in poverty. Disabled people are more reliant on public transport | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Social & Economic Impact** | Many economically disadvantaged people in WD have poorer health outcomes, have lower levels of qualifications and fewer qualifications at all levels compared to Scotland, are more likely to be digitally excluded. Poverty impacts peoples ability to feed, clothe, heat their homes for themselves and their | COVID has had a greater negative impact on already disadvantaged groups. Cost of living crisis is going to have a major impact on people already living in poverty. It will push more people into poverty as fuel costs, food bills increase. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

| | | | |
|---|---|---|---|
| | families. | | |
| **Sex** | Women face multiple discrimination, including disabled women, women from Black and Ethnic Minority (BME) communities, refugee and asylum seekers, lesbian, bisexual and Trans (LGBT+) women, and older women. In the preCOVID-19 labour market, women were unequal in pay, participation and progression due to drivers including occupational segregation, job valuation, discrimination, and time available to work. 38% of single women with children are living in poverty. In 2019-20 4 out of 5 victims of domestic abuse were female. Males are 2.6 x more likely to die by suicide in Scotland than females. Gender-based violence is experienced unequally, with 17% of women and 7% of men having experienced the use of force from a partner or ex-partner at some point in their lives. | The gap between women's and men's earning is bigger in WD than for Scotland. WD domestic violence rates are higher than Scotland. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Gender Reassign** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all | LGBTQIA+ people more likely to be income deprived. Going through a gender reassignment means | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities |

| | | | |
|---|---|---|---|
| | users. People who identify as LGBTQIA+ have higher rates of common mental health problems and lower wellbeing than heterosexual people. | legally changing almost every recorded document that has your birth name and given gender on it. This can include things like bank details. | available to equalities groups in the area. |
| **Health** | In the most affluent areas of Scotland, men experience 23.8 more years of good health and women experience 22.6 more years compared to the most deprived areas. The life expectancy of people with learning disabilities is substantially shorter than the Scottish average. | WD is an area of substantial deprivation and health outcomes for WD compared to Scotland are a concern. Longer term effects of COVID 19 are unknown. Poverty has huge impacts on health inequalities. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Human Rights** | WDC needs to up hold human rights. The Council is a duty bearer. UNCRC - young peoples rights. | Scottish Human rights Commission Human Rights Report Card 2022 UNCRC - CLD staff are part of the working group for WDC. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Marriage & Civil Partnership** | N/A | N/A | N/A |
| **Pregnancy & Maternity** | Poverty is both a cause and a consequence of teen pregnancy. More than 60% of young, unmarried mothers live in households that qualify as being in poverty. | Young lone parents are more likely to be income deprived. vittana.org/teen pregnancy- and poverty | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Race** | Risk of poverty is much higher for black minority ethnic people compared to white people. WDC has comprehensive translation and interpreter services | Those from minority ethnic groups are more likely to live in deprived areas and in poverty. People from Black groups are twice as likely to be unemployed as people from white | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

| | | | |
|---|---|---|---|
| | which service users and providers can access as required. | communities. Child poverty is higher in BME groups. There is increasing ethnic diversity in WD. | |
| **Religion and Belief** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all users. | There is increasing religious diversity in West Dunbartonshire. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Sexual Orientation** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all users | LGBTQIA+ people are likely to earn less than heterosexual people and are more likely to live in deprived areas. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

**Actions**

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

The options has been produced as a direct result of the need to identify potential savings that will contribute to the Council budget deficit. The impact of this option: Reduced community engagement: Community Councils play a key role in engaging with local residents and representing their views and concerns to local authorities. With reduced funding, their ability to carry out that role may be impacted. Limited ability to advocate for community needs: Community Councils use funding to carry out research and gather evidence to support their advocacy efforts on behalf of the community in the form of locality place and neighbourhood plans. With reduced funding, their ability to carry out that role may be impacted. Decreased ability to organise community events: Community Councils often use funding to organise community events and meetings. With reduced funding, their ability to carry out that role may be impacted. Loss of local decision making: Community Councils play a key role in local decision making, and with reduced funding, they may be unable to effectively participate in the process. This could lead to decisions being made without adequate input from the community and potentially lead to decisions that do not reflect the needs and wants of local residents. Overall, reducing funding for Community Councils in West Dunbartonshire could impact negatively on community engagement and representation, limited ability to advocate for community needs, decreased ability to organise community events, difficulty in maintaining and improving community infrastructure, and loss of local decision making. The option has not been progressed until elected member approval is secured. The new scheme of Establishment also allows for an annual funding review, stating; “West Dunbartonshire Council will provide a Community Council grant to assist with the operating costs of the Community Council. The grant will consist of a flat rate and an additional per capita allowance. The applicable amounts will be reviewed on an annual basis”. The reduction is also bringing the West Dunbartonshire administration allowance in line with other local authorities offering a minimum flat rate, to be determined periodically , which includes an additional minimum 1p per head of population.

| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| --- |
| This will depend on the decisions regarding the savings option that the Council makes. If the decision is to reduce the Communities Team by 50% there will be a significant negative impact on Communities across West Dunbartonshire, and the ability to fully monitor the impact of a reduced budget to Community councils it would therefore be monitored through Community consultation and reported annually. |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 673 details potential impacts of the option HE13and if taken in conjunction with HE04 Option 1: which will result in a 50% reduction in staffing and a potential 70% reduction in services delivered including support to Community Councils. This combination of options will have a severe equalities impact on West Dunbartonshire residents and their Communities. Taking HE013 as a singular option a reduction in funding would mean that Community Councils are less able to engage with equalities groups, reducing the opportunities for these groups to influence local decision-making processes. This could have negative consequences for marginalised communities, as their voices may be less heard and their needs less well understood. Additionally, Community Councils play a crucial role in supporting local community initiatives and projects, which can have particular relevance for equalities groups. A reduction in funding could mean that these projects are less likely to go ahead or be successful, impacting on the opportunities available to equalities groups in the area. In summary, a reduction in funding to Community Councils could have a significant impact on equalities groups, reducing their ability to engage with decision-makers and potentially limiting their opportunities for community participation and collaboration. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 673 | **Owner** | cenglish | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | HE Budget |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Clare | English | Communities Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Clare English - Communities Manager | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | HE13 Reduce the level of funding available to Community Councils | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The Community Empowerment (Scotland) Act of 2015 has given Community Councils new legal powers and responsibilities, such as the ability to request information and assets from public bodies, and to be consulted on certain decisions that affect their community. The act also requires public bodies to consider the views of Community Councils when making decisions that may impact the local community. Community Councils are also empowered to make some decisions that affect their community. At present the total £25,000 budget available is allocated to Community Councils as a flat rate £500 administration grant plus a per capita allowance minus insurance costs, distributing the remaining budget across active Community Councils, the distribution in 22/23 equates to £0.04 per resident. This option reduces the budget available to Community Councils from £25,000 to £14,000 This is achieved by increasing the administration grant from £500 to £750 and reducing the per capita allowance by 75%, £0.01 per head of population. There are also potential further year on year savings as the per capita figure is set and the budget is based on all 17 Community Council areas having an active council. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Communities, associated Business Partners | | | |
| | | | | |

| | |
|---|---|
| **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?** | |
| 17 Community Council areas | |
| **Who will be/has been involved in the consultation process?** | |
| The equalities impact assessment has been produced as part of the process for assessing the potential savings options being explored by the Council. The consultation has included elected | |

members and senior council officials

**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** | CLD services are targeted at children, young people and adults who are experiencing disadvantage accessing services and often have limited resources. This includes lone parents, disengaged young people, and people with limited qualifications. pre-pandemic WD had higher levels of youth unemployment than Scotland. | 27.4% of children across West Dunbartonshire are living with poverty. Children born into poverty are more likely to experience mental health problems. The evidence from the pandemic economic impacts to date shows that young people (aged 16-24 years) have been disproportionately affected. All Age UK have noted that there has not been as big an upsurge in the use of digital technology among older people since 2020 as is assumed by some. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Cross Cutting** | Intersectionality and multiple discrimination need to be taken into account. Need to progress Councils equality outcomes and aspirations. Need to support Council BSL action plan. | WD has higher than Scottish and UK levels of deprivation and child poverty which has multiple negative outcomes for people living in poverty and with limited access to CLD services. Living in poverty is a significant determinant of both physical and mental health. Many of the groups who were already struggling with poverty have borne the brunt of the pandemic and the cost of living crisis and things will get more | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

| | | | |
|---|---|---|---|
| | | challenging. | |
| **Disability** | We have legal duty to ensure that services are accessible to disabled people. This duty is anticipatory. CLD services are open to all however a particular risk group are those with disabilities or long term health issues. Risk of poverty is much higher for disabled people. Older people are more likely to be disabled than younger people, and only 17% of people who eventually have impairment are born with this. WDC is committed to ensuring BSL users are supported to access services, so that they can improve their quality of life. The Councils BSL Action Plan is relevant in terms of service accessibility. | Disabled people more likely to be in poverty. WD has a higher percentage of disabled people than Scotland on this measure. 23% of those who live in a household with a disabled household member live in poverty. Disabled people are more reliant on public transport | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Social & Economic Impact** | Many economically disadvantaged people in WD have poorer health outcomes, have lower levels of qualifications and fewer qualifications at all levels compared to Scotland, are more likely to be digitally excluded. Poverty impacts peoples ability to feed, clothe, heat their homes for themselves and their | COVID has had a greater negative impact on already disadvantaged groups. Cost of living crisis is going to have a major impact on people already living in poverty. It will push more people into poverty as fuel costs, food bills increase. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

| | | | |
|---|---|---|---|
| | families. | | |
| **Sex** | Women face multiple discrimination, including disabled women, women from Black and Ethnic Minority (BME) communities, refugee and asylum seekers, lesbian, bisexual and Trans (LGBT+) women, and older women. In the preCOVID-19 labour market, women were unequal in pay, participation and progression due to drivers including occupational segregation, job valuation, discrimination, and time available to work. 38% of single women with children are living in poverty. In 2019-20 4 out of 5 victims of domestic abuse were female. Males are 2.6 x more likely to die by suicide in Scotland than females. Gender-based violence is experienced unequally, with 17% of women and 7% of men having experienced the use of force from a partner or ex-partner at some point in their lives. | The gap between women's and men's earning is bigger in WD than for Scotland. WD domestic violence rates are higher than Scotland. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Gender Reassign** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all | LGBTQIA+ people more likely to be income deprived. Going through a gender reassignment means | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities |

| | | | |
|---|---|---|---|
| | users. People who identify as LGBTQIA+ have higher rates of common mental health problems and lower wellbeing than heterosexual people. | legally changing almost every recorded document that has your birth name and given gender on it. This can include things like bank details. | available to equalities groups in the area. |
| **Health** | In the most affluent areas of Scotland, men experience 23.8 more years of good health and women experience 22.6 more years compared to the most deprived areas. The life expectancy of people with learning disabilities is substantially shorter than the Scottish average. | WD is an area of substantial deprivation and health outcomes for WD compared to Scotland are a concern. Longer term effects of COVID 19 are unknown. Poverty has huge impacts on health inequalities. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Human Rights** | WDC needs to up hold human rights. The Council is a duty bearer. UNCRC - young peoples rights. | Scottish Human rights Commission Human Rights Report Card 2022 UNCRC - CLD staff are part of the working group for WDC. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Marriage & Civil Partnership** | N/A | N/A | N/A |
| **Pregnancy & Maternity** | Poverty is both a cause and a consequence of teen pregnancy. More than 60% of young, unmarried mothers live in households that qualify as being in poverty. | Young lone parents are more likely to be income deprived. vittana.org/teen pregnancy- and poverty | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Race** | Risk of poverty is much higher for black minority ethnic people compared to white people. WDC has comprehensive translation and interpreter services | Those from minority ethnic groups are more likely to live in deprived areas and in poverty. People from Black groups are twice as likely to be unemployed as people from white | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

| | | | |
|---|---|---|---|
| | which service users and providers can access as required. | communities. Child poverty is higher in BME groups. There is increasing ethnic diversity in WD. | |
| **Religion and Belief** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all users. | There is increasing religious diversity in West Dunbartonshire. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |
| **Sexual Orientation** | Services need to be inclusive and accessible. Services ensure confidentiality of information for all users | LGBTQIA+ people are likely to earn less than heterosexual people and are more likely to live in deprived areas. | Negative impact - reduced influence local decision-making processes, also impacting on the opportunities available to equalities groups in the area. |

**Actions**

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

The options has been produced as a direct result of the need to identify potential savings that will contribute to the Council budget deficit. The impact of this option: Reduced community engagement: Community Councils play a key role in engaging with local residents and representing their views and concerns to local authorities. With reduced funding, their ability to carry out that role may be impacted. Limited ability to advocate for community needs: Community Councils use funding to carry out research and gather evidence to support their advocacy efforts on behalf of the community in the form of locality place and neighbourhood plans. With reduced funding, their ability to carry out that role may be impacted. Decreased ability to organise community events: Community Councils often use funding to organise community events and meetings. With reduced funding, their ability to carry out that role may be impacted. Loss of local decision making: Community Councils play a key role in local decision making, and with reduced funding, they may be unable to effectively participate in the process. This could lead to decisions being made without adequate input from the community and potentially lead to decisions that do not reflect the needs and wants of local residents. Overall, reducing funding for Community Councils in West Dunbartonshire could impact negatively on community engagement and representation, limited ability to advocate for community needs, decreased ability to organise community events, difficulty in maintaining and improving community infrastructure, and loss of local decision making. The option has not been progressed until elected member approval is secured. The new scheme of Establishment also allows for an annual funding review, stating; “West Dunbartonshire Council will provide a Community Council grant to assist with the operating costs of the Community Council. The grant will consist of a flat rate and an additional per capita allowance. The applicable amounts will be reviewed on an annual basis”. The reduction is also bringing the West Dunbartonshire administration allowance in line with other local authorities offering a minimum flat rate, to be determined periodically , which includes an additional minimum 1p per head of population.

| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| --- |
| This will depend on the decisions regarding the savings option that the Council makes. If the decision is to reduce the Communities Team by 50% there will be a significant negative impact on Communities across West Dunbartonshire, and the ability to fully monitor the impact of a reduced budget to Community councils it would therefore be monitored through Community consultation and reported annually. |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| EIA 673 details potential impacts of the option HE13and if taken in conjunction with HE04 Option 1: which will result in a 50% reduction in staffing and a potential 70% reduction in services delivered including support to Community Councils. This combination of options will have a severe equalities impact on West Dunbartonshire residents and their Communities. Taking HE013 as a singular option a reduction in funding would mean that Community Councils are less able to engage with equalities groups, reducing the opportunities for these groups to influence local decision-making processes. This could have negative consequences for marginalised communities, as their voices may be less heard and their needs less well understood. Additionally, Community Councils play a crucial role in supporting local community initiatives and projects, which can have particular relevance for equalities groups. A reduction in funding could mean that these projects are less likely to go ahead or be successful, impacting on the opportunities available to equalities groups in the area. In summary, a reduction in funding to Community Councils could have a significant impact on equalities groups, reducing their ability to engage with decision-makers and potentially limiting their opportunities for community participation and collaboration. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 674 | **Owner** | mlynn2 | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | Budget SD and P |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Angela | Wilson | Chief Officer Supply Distribution &Property | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Michelle Lynn Assets Coordinator | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | SDP15 Review possible early closure of Clydebank Town Centre Office with employees based there relocated to alternative Council accommodation | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Maximise opportunities to rationalise use of our operational Estate to deliver in year savings on property running costs and where applicable increase revenue by leases parts thereof whilst still delivering key services within other accommodation within the Clydebank area. Additional revenue income will add to the relevant budget lines for use by WDC | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | WDC Staff Members/Chief Officers. Employees will be supported in moves to new appropriate locations within accommodation in the area and no extra travel arrangements required for staff for the purpose of this proposal are envisaged. | | | |
| | | | | |

| | |
|---|---|
| **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)** | **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?** | |
| WDC staff members | |
| **Who will be/has been involved in the consultation process?** | |
| Chief Officers and Service Managers | |
| **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** | N/A | N/A | N/A |

| Impact | | | |
|---|---|---|---|
| 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 continued monitoring of staff accommodation is monitored via SAMG and service managers meetings.

**Q7 What is you recommendation for this policy?**

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

Screening 661 concludes that the proposal is not relevant and therefore does not require an impact assessment, as it builds on successful exists arrangements and does not introduce significant changes.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 675 | **Owner** | mlynn2 | |
| **Resource** | Regeneration, Environment and Growth | | **Service/Establishment** | Budget SD and P |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Angela | Wilson | Chief Officer Supply Distribution &Property | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Michelle Lynn Assets Coordinator | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | SDP16 Two week Christmas closedown bar delivery of essential services | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The purpose of this paper is to propose the closure of Council office accommodation and depots on the days between the public holidays of Christmas and New year whilst keeping open sufficient office capacity to accommodate key statutory functions and essential service requirements identified by Chief Officers. There are two options to consider (3 day closure and 6 day closure). The exact closure days will vary year on year based on when weekends and bank holidays fall. Staff would be required to take the above dates as part of their annual leave entitlement with the exception of those staff who carry out functions that are required by statute or are essential during this period. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | WDC Staff Members/Chief Officers. No extra travel arrangements required for staff for the purpose of this proposal as accommodation will be available across the authority for those required to carry out essential 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** | |
| ***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)** | **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?** | |
| WDC staff members | |
| **Who will be/has been involved in the consultation process?** | |
| Chief Officers and Service Managers | |
| **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 in relation to age |
| **Cross Cutting** | N/A | N/A | N/A |
| **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 in relation to disability |
| **Social & Economic Impact** | N/A | N/A | N/A |
| **Sex** | The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty | It is well documented and reported that males typically earn more than females with greater opportunity to access enhancements through overtime and allowances. Equal Pay Audit 2017. Workforce profile concludes 71% female and 29% male. The pay data for 21/22 used identifies that more males access overtime than females and that females typically work overtime attract the rate at plain time, which is due to the majority working in a part-time role. It is well understood that females are main caregivers and benefit from flexibility to support the balance of working and home life. | There is no specific impact in relation to sex |
| **Gender Reassign** | The council has duty of care toward all its workers, and in | The Council's transgender profile confirms that 0.15% | There is no specific impact in relation to gender reassign |

| | | | |
|---|---|---|---|
| | terms of the Public Sector Equality Duty | have declared transgener and 19.01% not transgender and 80.71% unknown. | |
| **Health** | N/A | N/A | N/A |
| **Human Rights** | N/A | N/A | N/A |
| **Marriage & Civil Partnership** | The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty | No information reported on marital status/civil partnership. It is well documented and reported that males typically earn more than females with greater opportunity to access enhancements through overtime and allowances. | There is no specific impact in relation to marriage &civil partnership |
| **Pregnancy & Maternity** | Cross-Cutting with Sex | Cross-Cutting with Sex | There is no specific impact in relation to pregnancy and maternity |
| **Race** | The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty | The Council's race profile confirms 0.58% of the workforce are BAME. | There is no specific impact in relation to race |
| **Religion and Belief** | The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty | The Council's religion and belief provide confirms that 1.45% are Christian, 0.89% other and 8.56% none. | There is no specific impact in relation to religion and belief. |
| **Sexual Orientation** | The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty | The Council's sexual orientation profile concludes that 0.81% of the workforce have declared LGB and 18.26% as heterosexual with 80.41 unknown | There is no specific impact in relation to sexual orientation |

**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. Provision will be provided for any individual who has specific requirements over the proposal period and can discuss directly with

| |
|---|
| their line manager. |
| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| Yes continued monitoring of staff accommodation is monitored via SAMG and service managers meetings. |
| **Q7 What is you recommendation for this policy?** |
| |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| Screening 663 concludes that the proposal is not relevant and therefore does not require an impact assessment, as it builds on successful exists arrangements and does not introduce significant changes. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 676 | **Owner** | amenon | |
| **Resource** | Transformation | | **Service/Establishment** | Budget Resource |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Arun | Menon | Business Support Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Arun Menon Laurence Slavin | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Reduce the size of the Council's Automation team | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Reduce the size of the Council's Automation team from three to two in 2023/24 and by a further one in 2024/25. The post holders in the automation team have a substantive post in place. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Resources Management team and consultation with PMRG to convey the impact of this option for any future developments and manitainece of automations. | | | |
| | | | | |

| | |
|---|---|
| **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)** | **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?** | |
| Employees in the automation team | |
| **Who will be/has been involved in the consultation process?** | |
| Staff impacted and Strategic HR and TUs | |
| **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.**

The Council has a duty to balance the budget. There is a neutral impact as both employees impacted will return to their substantive posts.

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

No

**Q7 What is you recommendation for this policy?**

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

The council was an early adopter of Robotic Process Automation (RPA) and one of the first councils to deploy the technology in 2020. The solution has seen an investment in UiPath (RPA solution) and complemented by investment in an automation team which comprises of 1 FTE Grade 9 post and 2 FTE Grade 6 posts. The project in the last two years has seen the deployment of a range of automation that have supported the relevant service areas to manage workload by avoiding the need for adding additional resource and/or delays in processing times. Despite the challenging financial gap, it was considered prudent not to give up the programme and stop automation altogether as that would require additional staff to compensate for the live automations that the bot completes at present. This alternative option is to delete one FTE grade 6 post in 2023/24 with a final remaining grade 6 post deleted in 2024/25. This will only retain an automation lead post which will not only restrict the development and maintenance capabilities but also resilience should the post holder be off. Whilst alternatives for addressing this resilience will be considered, the specialist required to develop automation does not easily present an option to wider the knowledge pool with ease.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 677 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N17 Reduction in grant to Environmental Trust | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | To reduce the level of financial grant provided to the Environmental Trust who carry out project management, access external funding, deliver environmental projects and carry out maintenance activities. The proposed financial reduction is in the region of 25% or 50%. The 25% grant reduction will reduce project management and delivery of environmental projects with an additional impact to access external funding. If a 50% reduction there would no project management, delivery and external funding as all funding will be allocated to maintenance activities. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Grounds and Finance Services. Further to implementation communities and visitors will be affected by reducing the potential extension and delivery of key desire routes for access by walking and cycling. | | | |
| | | | | |
| **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** | | | | |
| ***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)** | | | | **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 Environmental Trust and those that use and access the environmental projects when delivered such as remote footpaths and wider active travel routes and some playgrounds. | | | | |
| **Who will be/has been involved in the consultation process?** | | | | |
| The 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** | The Council has an equality outcome in relation to increasing involvement of younger people in Community Empowerment. The Equality Act requires that services do not discriminate. The West Dunbartonshire Environment Trust have delivered playgrounds which they maintain. | Playgrounds are accessed by younger members of our community | This has a potential to have a negative impact as a reduction in funding may lead to a reduction in playgrounds or other new environmental infrastructure for use by children that either live in the local authority area or are visiting. |
| **Cross Cutting** | We need to have due regard to general and specific public sector equality duties. The third sector provides many services and supports to vulnerable people that the public and private sector don't. | 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. |
| **Disability** | The Council has an Equality outcome on increasing the participation of disabled people | The organization has a stated focus on: Disabled people. | A reduction in the delivery of paths and other environmental projects will impact on increasing good quality connections that encourage active and healthy activity |
| **Social & Economic Impact** | Linkages to transport, jobs, education that do not require a private car and support tourism and visitors to the area | Active travel is free and therefore available to all members of the community, reducing reliance on the use of private cars | There may be areas that either do not have routes implemented or improved and this may impact on accessibility and economic opportunities |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | The ability to use active travel infrastructure encourages outdoor | National guidance encourages sustainable transport and | A reduction in the delivery of paths and other environmental projects will impact |

| | activity improving health outcomes | outdoor activity | on increasing good quality connections that encourage active and healthy activity |
|---|---|---|---|
| **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 and the activities that are carried out through delivery of the grant that covers project management, delivery etc of environmental projects are not statutory. The maintenance of the environmental projects and play parks will continue to be maintained.

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

The design and delivery of access routes will be monitored through the Active Travel Strategy and Action Plans.

**Q7 What is you recommendation for this policy?**

Intoduce

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

The Council is required to reach a balanced budget and the grant reduction proposed will reduce the opportunity to access external funding to design, project manage and deliver environmental projects. These are not statutory activities and the maintenance funded by the grant will continue. The user groups include all members of the community and visitors to the area that may require to access amenities by walking and cycling where a desire line currently has a gap in connection. There are alternative access routes that should be used through the adopted road network though these may be longer, less direct or require use of a private car.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 678 | **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 Project Board | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N10 Improve recyling rates through a review of the programme of residual waste collection | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The intention is to implement a 3 weekly residual waste collection to increase levels of recycling and support the route to net zero. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Waste Project Board members | | | |
| | | | | |

| | |
|---|---|
| **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)** | **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?**

All users of the waste collection service, frequency of residual waste collection will be impacted and the day of collection may be impacted depending on the route review. All users will be advised following and exercise in information raising. The collection of recycling waste will continue to be carried out fortnightly. This will support users to improve their recycling rates and support the transition to net zero.

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

Waste Service and the Waste Project Board

**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** | Some members of the community have increased levels of residual waste or can find recycling | Those with young children or with particular health issues may have increased levels of | Should residual waste frequency of collection reduce the use of the recycling bins will require to |

| | | | |
|---|---|---|---|
| | confusing. | residual waste | be maximised |
| **Cross Cutting** | | | |
| **Disability** | Some members of the community with a disability may have more need of increased residual waste | There may be residual waste implications from health conditions | The residual waste impact of specific health circumstances may be difficult to be accomodated within the reduced frequency of collection |
| **Social & Economic Impact** | Communities are required to understand what waste can be recycled, how and where | There are elements of waste that is being placed in residual waste collection that could be recycled if communities are educated and supported to dispose correctly | An educution and communications strategy is required as there will be an impact on the quantity of waste that can be disposed of in the residual bins and recycling will require to increase |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | Any health waste will require to be disposed of appropriately | There may be increased levels of residual waste depending on particular health conditions | The availability of residual waste disposal may be impacted with a reduced frequency in collection |
| **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 are required to reach a balanced budget. There will be a communications strategy and education carried out to ensure residents are informed of collection days of each type of waste collection. Appropriate use of recycling will be shared to support communities to dispose of their waste appropriately.

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

Yes the waste service will monitor contamination levels within the recycling collection and the level of residual waste collected is measured and reported upon.

**Q7 What is you recommendation for this policy?**

Intoduce

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

The Council has a requirement to reach a balanced budget and transition to net zero. This proposal is to increase and improve recyling rates by supporting communities to dispose of waste appropriately by recycling all materials that are able to be recycled and removing them from the residual collection. There will be clear, multi-channel communication on changes to collection frequencies and uplift days.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 681 | **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 Road Safety Coordinator | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N1 Safety Options Crossing Patrollers - Reduce or Cease | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | School Crossing Patrols reduce or cease 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 B The Council has no statutory obligation to provide a school crossing service and this option would see patrollers withdrawn from all crossings. The Council would continue to work with parents and pupils to promote road safety. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | 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. | | | |
| | | | | |

| | |
|---|---|
| **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** | |
| ***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)** | **No** |
| **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** | Children in more deprived areas | Sustrans Scotland analysis highlights that children on foot and bike are more than 3 times more likely to be involved in an accident in the 20% most deprived areas compared to the 20% least deprived | Negative |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | Children travelling actively to school | Sustrans Scotland have identified that children are healthier if they travel to school by walking, cycling or scooting. | Negative |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy & Maternity** | Highly represented in affected group due to potential users of crossing points with crossing | Young families walking to school or early learning facilities | Negative |

| | patrollers | | |
|---|---|---|---|
| **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.**

A balanced budget is required. Role out of any proposals would take into account health and safety and safe routes to school

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

Yes. School travel plans are monitored and updated to reflect travel patterns and issues

**Q7 What is you recommendation for this policy?**

Intoduce

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

The Council's road safety team liaise with the pupils to promote safe walking behaviour and to support the delivery of road safety initiatives. Option1 Best practice guidance states that school crossings patrollers should not be deployed where patrolled crossings exist as this duplication can be confusing for motorists. The council has experienced difficulties recruiting for school crossing vacancies and the saving would be achieved by not filling vacant posts. Option 2 Retention of crossing patrollers at locations that are prioritised due to the location of the school with review of the localised road conditions such as vehicle speed, visibility and road geometry. This propsal does not provide crossing patrollers to all sites that do not have a formal crossing facility. Option 3 This proposal would see the removal of all crossing patrollers from all locations. The council has no statutory obligation to provide a school crossing service. 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 aware ness of the fact that they are in the proximity of a school.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 684 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N4 Savings Option Care of Gardens - Introduce charges or cease service | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | To introduce a charge for all users of the care of gardens scheme or to cease providing the service. This will affect older people and disabled who currently receive this service at no charge and those over 65 are able to pay a subsidised charge to receive the service. The potential charging proposal is £70 for all users, £100 for all users, £100 for those on disability payment only or to cease providing the service for all. | | | |
| | | | | |
| | **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **Yes** |

**Who will be affected by this policy?**

This will affect older people who are eligible for access to the scheme and those identified as with disabilities who currently receive this service at no charge

**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 previously exempt | Those on a fixed pension may find it more difficult to meet the charge reflecting the | Negative |

| | | | |
|---|---|---|---|
| | from charges and eligible to receive the service | increase in the cost of living | |
| **Cross Cutting** | Seasonal Workforce reduction to reflect any reduction in number of customers, 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 free service for disabled people who on average may be more income deprived may find it more difficult to meet the charge. | Negative |
| **Social & Economic Impact** | Those that are income deprived will potentially find it more challenging to either pay the charge or if service ceases find alternative options | 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 either pay charge or find 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 | 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 overall charge can be paid flexibly and at £70 or £100, the service remains heavily subsidised. Should the service no longer be made available to those that are not in receipt of a disability

| |
|---|
| payment this may impact on those that have currently been in receipt of the service but are now no longer eligible. 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 bases?** |
| The use of the service will be monitored and the number of customers will be reported annually. if the service ceases monitoring will be through feedback from colleagues in the community |
| **Q7 What is you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| It is a legitimate aim of the council to provide sustainable services and the council is required to reach a balanced budget. The proposals are designed to reduce the funding gap in a sustainable fashion and the charge is equal for all. Whilst there is a negative impact on some groups that were previously exempt from charging this is considered proportionate to sustain a subsidised service that supports a desirable outcome in terms of general environment. The users will be informed on decisions taken and supported as to whether the charge introduced is £70/£100 for all users or whether the eligibility criteria is to be reviewed to limit to those on disability payments only. If the service ceases users will be informed and where possible advised of alternatives. There will be opportunity to pay in installments. If the service ceases 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** | 685 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | Reduce pay preservation | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | 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 or six 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: • Reducing pay preservation to 6 months could have reduced costs by circa £128,000 for the 5 year period or £25,700 p.a. • Reducing pay preservation to 3 months could have reduced cost by circa £165,000 for the 5 year period or £33,000 p.a. 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 demographic is 71% female and 29% male so one should expect the protected numbers to mirror that. | | | |
| | | | | |
| | **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** | |
| ***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)** | **No** |
| **Relevance to Social Economic Impacts (SE)** | **No** |
| **Who will be affected by this policy?** | |
| Based on historic data over last 5 years this policy would have a Female (67%) - Male (33%) split. However it will be hard to predict what the likely split between females and males will be going forward but can safely say it is likely to geared towards females staff groups given they are the majority within the council. | |
| **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 preservations 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 heath 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 you recommendation for this policy?**

Intoduce

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

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** | 686 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N6 Savings Option Weekend Litter Collection | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Removal or reduction of Litter Collection facility at weekends | | | |
| | | | | |
| | **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** | |
| ***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)** | **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?** | |
| Communities, businesses and visitors to the area over the weekend period | |
| **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** | | | |
| **Cross Cutting** | There are 6 postholders employed to carry out this function | The operatives employed will no longer be required and this reduces employment opportunities | Negative |
| **Disability** | | | |
| **Social & Economic Impact** | Litter may by dropped and left affecting the look of | Litter detracts from the appearance of a location and the | Negative |

| | the town centre/park etc. | perception will be that the area is not cared for if litter allowed to remain | |
|---|---|---|---|
| **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. The siting of bins will be reviewed to ensure they are located where visitors etc require to maximise compliance

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

The litter strategy will identify if the litter issue greater at weekend if no collection in place

**Q7 What is you recommendation for this policy?**

Intoduce

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

This proposal would mean reduce or no litter collection at weekends, this will affect town centres, parks and areas with high visitor numbers. Currently 6 operatives are employed from Friday to Monday to clear litter and retain levels of cleanliness. The options being considered are a reduction tby 2 or 4 weekend litter collectors or removal of all 6 weekend litter collectors. If introduced additional litter bins will be installed but these will not be emptied until Monday.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 687 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N15 Saving Option Christmas Lighting | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Cease council erecting festive lighting and supporting businesses and communities to fund raise and self manage festive lighting displays. | | | |
| | | | | |
| | **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.** | **Yes** |
| **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)** | **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?** | |
| Communities and town centre users | |
| **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** | Christmas lighting can encourage footfall within town centres | Christmas light switch ons and associated events can be well supported by visitors | Negative if there is no appetite from others to take on this organising |
| **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 has the responsibity to reach a balanced budget and communities and town centre businesses users will be supported to take on the responsibility for christmas lighting.

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

Feedback from those that organise the christmas lighting in future years will be monitored

**Q7 What is you recommendation for this policy?**

Intoduce

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

The council is required to reach a balanced budget and this proposal is related to a non statutory activity carried out by the Roads Service. Town centre businesses and community groups will be supported to take this activity on within future years.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 688 | **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, Grounds Service | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N8 Savings Option Garden Waste Charge Introduced | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | To introduce a fee to collect and dispose 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.** | **Yes** |
| **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)** | **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?** | |
| 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** | | 15-16 years ago 25% of pensioners in Scotland were living in poverty, compared to 15% now Single pensioners over the age of 75 more likely to to live in poverty | Some small potential negative effect |
| **Cross Cutting** | | | |
| **Disability** | | Disabled people are | Some small potential |

| | | | |
|---|---|---|---|
| | | more likely to be living in poverty than non disabled people | negative effect |
| **Social & Economic Impact** | May lead to increased fly tipping and/or contamination of other bins. | If unable or unwilling to pay a fee users may dispose of garden waste in an alternative manner | Negative |
| **Sex** | | 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** | | people from non-white minority ethnic groups were more likely to be in relative poverty after housing | 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 councils climate action plan.

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

Yes the number of residents purchasing a permit will be monitored and recordedd

**Q7 What is you recommendation for this policy?**

Intoduce

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

The Council is required to reach a balanced budget. The separation of garden waste and food would will support the appropriate disposal of waste reducing the carbon footprint of the council and reducing the costs. Some very 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** | 689 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N9 Savings Option Reduction in grass cutting, litter collection and street cleaning | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The proposal is the reduction in grass cutting, street sweeping and litter collection The proposal considered is as follows Reduce grass cutting of open space areas prioritising areas of high amenity such as parks, football pitches etc. Reduced emptying litter bins and routine and ad hoc sweeping 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** | |
| ***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)** | **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** | | | |
| **Cross Cutting** | Any reduction in grass cutting, street sweeping and litter collection reduces resource | If numbers of seasonal operatives and/or grounds operatives reduced this adversely affects | Negative |

| | | | |
|---|---|---|---|
| | requirement | employment opportunities | |
| **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 | Areas with a lower level of maintenance of grassed areas and street cleanliness align with areas of higher deprivation and can impact on investment opportunities and local pride | Negative |
| **Sex** | The Council needs to consider impacts of staff and service users. | If numbers of seasonal operatives and/or grounds operatives reduced this adversely affects employment opportunities | Negative |
| **Gender Reassign** | | | |
| **Health** | Health and Wellbeing is a priority in the WDC 2022-27 Strategic Plan | Physical environment can influence physical and mental health | This may have a potenital negative impact as a result in a reduction to use open as a result of reduced maintenance. |
| **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. 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 you recommendation for this policy?** |
| Intoduce |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| The council has a requirement to reach a balance budget. The proposals considered are of activities that are either non statutory or are delivered in excess of the statutory level. 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 |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 690 | **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 | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | R&N12 Reduction or removal of Footway Gritting | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | The savings option is a review into footway gritting. 3 options have been considered as follows: Option 1 Reduce footway gritting by 20% This will reduce footway gritting to prioritise routes to school, town centres, transport hubs and other locations that are identified as priority pedestrian routes and destinations Option 2 Reduce footway gritting by 50% This will reduce footway gritting to main roads and prioritising areas round schools and main shopping areas. Option 3 Cease all footway gritting In this option there will be no footway gritting carried on. Gritting activities would be limited within the Winter Plan to carriageways only. In all options residents and businesses will be encouraged to use grit bins that are sited throughout the local authority area. | | | |
| | | | | |
| | **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** | |
| ***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)** | **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?** | |
| All users of the adopted footways | |
| **Who will be/has been involved in the consultation process?** | |
| Roads and Grounds 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** | 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 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 | Cross cuts with pregnancy and maternity |
| **Gender Reassign** | | | |
| **Health** | | | |
| **Human Rights** | | | |
| **Marriage & Civil Partnership** | | | |
| **Pregnancy &** | May be more | Pregnant people are | Negative |

| | | | |
|---|---|---|---|
| **Maternity** | vulnerable to slips, trips and falls | more vulnerable to injury if they fall on ice. They may become fearful of leaving their homes if footways are icy and untreated. | |
| **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 you recommendation for this policy?**

Intoduce

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

The council is required to reach a balanced budget and the gritting is footways is not statutory. If a service is no longer sustainable the service is required to be reviewed to determine how delivery should continue. In this proposal should footway gritting be reduced or ceased the location of grit bins will be assessed to ensure theses are located in areas of most requirement. In addition information sharing will be carried out to support communities how best to travel in winter weather.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 691 | **Owner** | JGALLACHER | |
| **Resource** | Transformation | | **Service/Establishment** | Budget P and T |
| | First Name | Surname | **Job title** | |
| **Head Officer** | James | Gallacher | ICT Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | James Gallacher, ICT Manager Victoria Rogers, People &Technology Chief Officer | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | PT06 Savings Options - Reduction in ICT Management. | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | Removal of one full-time ICT Business Partner role from the ICT management structure. This post is a new post and currently vacant, therefore there is no impact to employees. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consulation with P&TChief Officer, Strategic HR, ICT Management team and Trade Unions | | | |
| | | | | |

| | |
|---|---|
| **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)** | **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 bases?**

**Q7 What is you recommendation for this policy?**

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

The council has a duty to balance the budget. This post is a new post and currently vacant, following consideration of how these tasks can be carried out it has been determined that there is no longer a need for this post.

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 694 | **Owner** | JGALLACHER | |
| **Resource** | Transformation | | **Service/Establishment** | Budget P and T |
| | First Name | Surname | **Job title** | |
| **Head Officer** | James | Gallacher | ICT Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | James Gallacher, ICT Manager Victoria Rogers, Chief Officer People &Technology | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | PT07 Savings Options - Reduction in ICT Support | | | |
| | **The aim, objective,purpose and intended out come of policy** | | | |
| | To reduce the ICT support team by three part-time roles, equivalent to 1.7 FTE. | | | |
| | | | | |
| | **Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.** | | | |
| | Consulation with P&TChief Officer, Strategic HR, ICT Management team and Trade Unions | | | |
| | | | | |

| | |
|---|---|
| **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?** | |
| ICT employees in the management and support teams. | |
| **Who will be/has been involved in the consultation process?** | |
| Consulation with P&TChief Officer, Strategic HR, ICT Management team and Trade Unions | |
| **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 meet public sector equality duty. | The age group are 55 to 60, and 60 to 65 group. | Potential to have negative impact however the council is providing early retirement or switch policy to support employees. |
| **Cross Cutting** | | | |
| **Disability** | The council must meet public sector | Disabled people are more likely to | Potential to have negative impact |

| | | | |
|---|---|---|---|
| | equality duty. | experience financial hardship. | however the council is providing early retirement or switch policy to support employees. |
| **Social & Economic Impact** | The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty | Employees affected by this policy may be impacted financially. | This has the potential to have a negative impact. 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. |
| **Sex** | | | |
| **Gender Reassign** | | | |
| **Health** | Health and wellbeing are a priority for the Council as noted in our Strategic Plan 22-27. | Worries surrounding job security may be heightened for employees | This has the potential to negatively impact employees, Any potential reduction in staffing requirements will 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.** |
| Reduction in support is manageable as ICT are currently implementing and embracing new technology to automate processes and reduce the requirement for manual tasks. In addition, employees are being offered early retirement options plus wellbeing and switch policy support. |
| **Will the impact of the policy be monitored and reported on an ongoing bases?** |
| ICT will continue to monitor and review support requirements, capacity and workloads. ICT will continue to report via service management and also WDC strategic plan KPI - Volume of ICT Incidents closed in half day or less. |
| **Q7 What is you recommendation for this policy?** |
| |
| **Please provide a meaningful summary of how you have reached the recommendation** |
| The council has a duty to balance the budget. Following consideration of how these tasks can be carried out it has been determined that a reduction in support areas is manageable but will mean longer waiting times for system upgrades, file restores and longer waiting times for incident/request resolution in both corporate, education and partner areas. |

| | | | | |
|---|---|---|---|---|
| **AssessmentNo** | 697 | **Owner** | Laurence.Slavin | |
| **Resource** | Transformation | | **Service/Establishment** | Resources |
| | First Name | Surname | **Job title** | |
| **Head Officer** | Laurence | Slavin | Chief Officer Resources | |
| | | | | |
| | (include job titles/organisation) | | | |
| **Members** | Laurence Slavin - Chief Officer Resources | | | |
| | | | | |
| | ***(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)*** | | | |
| **Policy Title** | RES04 - 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?** | **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?** | |
| 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 elected member approval on 1 March 2023 | |
| **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 community groups | Funding is provided to cover social transport (£100,000), play | Reduction in funding will negatively affect the amount that WDCVS can provide |

| | | | |
|---|---|---|---|
| | and age ranges | schemes and running costs (£50,000) and funding for people with asbestos related diseases. | 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** | | | |
| **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 bases?**

**Q7 What is you recommendation for this policy?**

Intoduce

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

EIA 697 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