

AssessmentNo	111	Owner	rrea
Resource	Regeneration, Environment and Growth		Service/Establishment Housing and Employment
	First Name	Surname	Job title
Head Officer	Suzanne	Greer	Communities Team
	(include job titles/organisation)		
Members	Suzanne Greer, Ricardo Rea, John Kerr		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Community Empowerment Strategy for West Dunbartonshire		
	The aim, objective, purpose and intended out come of policy		
	Produce a new strategy and five year action plan, for West Dunbartonshire		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	West Dunbartonshire Council, Police Scotland, West Dumbarton Health and Social Care Partnership, West Dunbartonshire CVS, Scottish Community Development Centre, Community Members and community organisations		
Does the proposals involve the procurement of any goods or services?	No		
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No		
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes		
Relevance to Human Rights (HR)	Yes		
Relevance to Health Impacts (H)	Yes		
Relevance to Social Economic Impacts (SE)	Yes		
Who will be affected by this policy?			
People living in West Dunbartonshire, statutory and voluntary organisations in the area, communities of place, communities of interest and experience.			
Who will be/has been involved in the consultation process?			
Extensive consultation has been carried out so far. This included 8 small scale 'living room learning events' included a dedicated meeting with members of West Dunbartonshire Equality Forum, and with Y-Sort It, 6 larger scale events, elected member drop-in sessions, a further equalities session and a critical friends session. There were three larger scale events, which will be followed up by another three events and an online survey. A follow up event with members of equality organisations and groups on 17th September, which was attended my members of the Access Panel, ISARO, Social intergation network, Ethnic Minority Association, Rape Crisis			
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	There is much evidence around	Some younger people and older	Having cohesive and robust

	<p>loneliness and isolation of older people, and some for younger people. Ensuring that intergenerational cohesion is supported is very important</p>	<p>people participated in the consultation; both groups felt that age should not be a barrier</p>	<p>empowerment strategy can be of benefit to older and younger people. Considerations around age have much in common with those for supporting wider diversity of participation in organisations and processes</p>
<p>Cross Cutting</p>	<p>Participation across all protected groups is an opportunity to build community cohesion</p>	<p>Specific consultation was carried out with members of the West Dunbartonshire Equality Forum. It was noted that strength of the groups was it brought different experiences and perspectives together</p>	<p>Equality groups identified co-production and involvement in Equality impact Assessing proposals as key tools for community empowerment To help ensure positive impacts generally the approach to empowerment should strengthen these elements Capture the possible gains, the strategy needs to move away from a 'business as usual' approach to one that acknowledges the considerable challenges of a realistic and sustained increase in empowerment</p>
<p>Disability</p>	<p>Evidence suggests disabled people are more likely to be socially isolated, and less likely to be involved in community life than non disabled people.</p>	<p>8 Deaf BSL users engaged at one of the local consultation events, and it was clear from their responses that they were keen to be more involved in community life in west Dunbartonshire but identified a range of barriers. 4 Local BSL users</p>	<p>The approach detailed in draft strategy has potential for increasing participation of disabled people, including Deaf people who use BSL. The Council intends to have the key points of the Community</p>

		<p>sugetsed improvements to consultation processes, at a follow up meeting with equality groups, including video invitations, having pre meeting to brief Deaf people to support proper involvement</p>	<p>Empowerment Strategy translated into BSL video, posted on our website and sent to BSL contacts.</p>
Social & Economic Impact	<p>It is important that when projects or considerations that may impact in this area are considered that they are evidence based and informed by the lived experience of those they may effect</p>	<p>WD is an area of high deprivation and child poverty. Those from more deprived communities currently have a weaker voice, and /or may be less well heard.</p>	<p>The strategy has the potential to give communities greater input into decisions that will have an economic impact</p>
Sex	<p>Participation by age and sex varies greatly: older men are over presented as Councillors, older women in many voluntary organisations</p>	<p>Availability of childcare can be a barrier for participation, especially for women</p>	<p>The general approach should support increased participation by removing barriers created by the design of processes</p>
Gender Reassign	<p>Those under going or who have undergone gender reassignment can be particularly excluded social and in civil society, it is important that people have an opportunity to particpate in things that might effect them</p>	<p>National evidence suggests that LGB people are under represented in many processes</p>	<p>The impact is likely to be neutral compared to other groups</p>
Health	<p>Being able to participate and be included is important for people's and communities health and well being</p>	<p>Health outcomes in WD are generally poor, and many groups noted in this assessment can sufferer poorer health and well being on top of this. Health inequaliteis are therefore important cosniderations.</p>	<p>A successful empowerment strategy and building resilience may help boost the mental health of some</p>

Human Rights	ECHR, Article 14 “right not to be subject to discrimination” is relevant here, as is the need to interpret all legislation through the lens of Human Rights, for Example the Community Empowerment Scotland Act 2015	West Dunbartonshire Equality Forum recognize the disconnectedness of fairness, equality and human rights. Honest and timely dialogue was recognised as a primary concern	Equality and Human Rights overlap greatly, in this case a better approach to empowerment will help reduce exclusion and discrimination, this approach should be made explicit
Marriage & Civil Partnership	The needs here can cross cut with sex and sexual orientation	No evidence of exclusion of this group, apart from where this might cross cut with sexual orientation	The impact is likely to be neutral compared to other groups
Pregnancy & Maternity	The needs here can cross cut with sex	No evidence of exclusion of this group, apart from where this might cross cut with sex	The impact is likely to be neutral compared to other groups
Race	Fostering good relations is in practice an often neglected element of the public sector equality duty. The strategy provides an opportunity to forward the duty in the WD area.	Evidence from Scottish Social Attitudes surveys and other sources suggests that people who have contact with people from other groups are less likely to hold negative views on other groups.	The approach is likely to increase opportunities for intercultural contact, this will have potential positive benefits for good relation
Religion and Belief	Please see comments above at 'race'	National evidence suggests that some religions and beliefs may be under represented in many processes, these tend to cross cut with ethnicity	The impact is likely to be neutral compared to other groups, apart from where this might cross cut with ethnicity
Sexual Orientation	National evidence suggests that LGB people are under represented in many processes	There was no particular local evidence on LGB and empowerment, but nothing to suggest that the picture in WD was any different from that nationally	The general approach should support increased participation by removing barriers created by the design of processes
Actions			

Issue Description	Action Description	Actioner Name	Due Date
Need for diversity info	Ric to contact SCDC and Suzanne Greer re equality monitoring of online survey	ricardo.rea@west-dunbarton.gov.uk	12-Aug-2019
Ensuring communities and protected groups input to impact assessment process, was identified as good, but by no means universal practice	The draft action plan should be reviewed to ensure that the community empowerment properly embeds consideration of the Public Sector Equality Duty, and the Human Rights Act	suzanne.greer@west-dunbarton.gov.uk	28-Jan-2020

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

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

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

A clear strand of the proposed strategy is close working with communities and community organisations, including co-production of some aspects. The action plan for the strategy will provide one means of monitoring progress and outcomes. Progress will be monitored via the Empowered Delivery & Improvement Group and the community aspects via the Community Alliance.

Q7 What is your recommendation for this policy?

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

The Strategy, supports our Equality Outcome for 2017-2021 on increasing participation of underrepresented groups, and supports the aspirations of our British Sign Language plan for 2018-2024. Accessibility was a key feature of the consultation process. The intention is carry this through into the way that engagement is realised in future. This has wide spread potential positive impacts in helping previously excluded groups engage and influence. This must be properly resourced in a sustainable fashion to realise the gains. The Council intends to have the key points of the Community Engagement Strategy translated into BSL video, posted on our website and sent to BSL contacts. Equality impact assessment is an iterative process and further work will be required to ensure benefits are gained and sustained in terms of equality, cohesion and empowerment as actions are undertaken.