

Appendix 6 - 2026/27 BUDGET – SAVINGS OPTIONS EQUALITY IMPACT ASSESSMENTS

Assessment No	1344	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer

Members	Citizen, Culture and Facilities Sharon Jump Ricardo Rea
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	CCF 02 Review Clydebank Town Hall
	The aim, objective, purpose and intended outcome of policy
	<p>Clydebank Town Hall is currently open as standard Tuesday to Friday (four days) with flexible opening out with this for events which generate an income. To further reduce property costs, the opening hours could be revised further to three days of operation or to four days but with reduced/part-time hours.</p> <p>A further review of usage and bookings would be undertaken to ascertain the most appropriate days for opening and closure.</p> <p>Option 1 – Clydebank Town Hall opening reduced to three days a week (£15k saving) Building would continue to open on additional days as required to support pre-booked events as the cost is mitigated by the income generated. Access for elected members and support staff would be maintained on three week days.</p> <p>Option 2 - Clydebank Town Hall operates four days with reduced hours daily (£8k saving) Reduced hours would be introduced on each day, for example the building could open, 9am to 1pm each day, or from 1pm to 5pm. Clydebank Town Hall would continue to open as required to support pre-booked events as the cost would be mitigated by the income generated.</p> <p>Engagement would take place with current building users to identify the most suitable opening days/times and to publicise any change of opening. Elected members and support staff would continue to have access to the building three/four days a week with reduced hours with dates for committee and Council business protected.</p>
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.

CCF Democratic 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)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Employees whose normal place of work is Town Hall Elected members Residents, visitors, service users/bookers
Who will be/has been involved in the consultation process?
There will be engagement with services to identify the most suitable opening days/times and to publicise any changes to opening/operating.

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.

Specific group to consider	Needs	Evidence	Impact
Age	Accessible community spaces contribute to community cohesion.	Physical spaces may be seen as more important to older people; however other age groups also value physical spaces. This has been feedback during budget conversations in West Dunbartonshire.	Reduction in hours has a potential impact on this group because it reduces the availability of a local cultural space. It should be noted that cultural offer is also

			available in the adjacent Clydebank Library. Identifying a sustainable path in terms of opening hours for the Town Hall would have a positive impact.
Cumulative and intersectional impacts	Accessible community spaces contribute to community cohesion. Any changes to opening hours needs to be clearly communicated to members of the public.	Clydebank Town Hall provides a unique facility within the Clydebank area in terms of size. Sharing spaces and social contact can help foster good relations and support community cohesions.	Any option adopted needs to take these factors into consideration. Reduction in hours has a potential impact on user groups because it reduces the availability of a local cultural space. It should be noted that cultural activities are also offered in the adjacent Clydebank Library. Identifying a sustainable path in terms of opening hours for the Town Hall would have a positive impact.
Disability	We have an anticipatory duty to make sure that such services as the Council provides are accessible to disable people.	Accessible spaces are important. Feedback from Deaf/BSL users for example has noted a preference for this venue for engagement.	Reduction in hours has a potential impact on this group because it reduces the availability of a local cultural space. It should be noted that cultural offer is also available in the adjacent Clydebank Library. Identifying a sustainable path in terms of opening hours for the Town

			Hall would have 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.	A reduction in opening hours could reduce income to the area and may impact on visitor numbers.	Negative.
Sex	We need to be aware of and consider any differential impact in terms of sex.	**Option 3 would result in the loss of up to four jobs as well as impacting on casual staff. Staff would be supported through the Council's policies including Switch.	Any reduction in posts would more likely affect women due to workforce gender profile
Gender Reassign			
Health			
Human Rights	Under UN rights everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. As a matter of good practice we should consider impacts on Children and Young people.	In terms of young people, there are a number of dance shows as well as a couple of junior theatre groups. Arts and Heritage also host school visits.	Under options 1 and 2 the building will remain open. Reduction in hours has a potential impact on this group because it reduces the availability of a local cultural space. It should be noted that cultural offer is also available in the adjacent Clydebank Library. Identifying a sustainable path in terms of opening hours for the Town Hall would have a positive impact.
Marriage & Civil Partnership	Men and women of age, without any limitation due to race, nationality or religion, have the right to	On average there are 20 plus ceremonies a year.	A reduction in hours at this venue reduces space in the area for marriage ceremonies and

	marry and to found a family.		celebrations. However, identifying a sustainable path in terms of opening hours for the Town Hall would have a positive impact.
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

Due to the ongoing financial challenge, the Council is required to implement savings to deliver a balanced budget.

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1344: For all options the building will remain open, thus minimising impacts, which may be negative in terms of cultural participation especially for local people, especially older people and disabled people and women. A similar cultural offer is available in the adjacent Clydebank Library.

Identifying a sustainable path in terms of opening hours for the Town Hall would have a positive impact.

Assessment No	1343	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer

Members	Stephen Daly - Citizen Services Lorraine Phimister Ricardo Rea
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	CCF 03 Review of Contact Centre
	The aim, objective, purpose and intended outcome of policy
	<p>Currently Citizen Services operates the Customer Contact Centre and Housing Repairs Contact Centre as well as a range of other services.</p> <p>The Council recognises that for many people, their digital skills, literacy or deprivation can prevent them from accessing the internet and for this reason it is important to maintain alternative means of contacting the Council. However for a number of people the option to call the Council rather than access services online is a preference rather than a necessity.</p> <p>Currently the contact centre employs 9FTE staff.</p> <p>Under this option, this number would be reduced by 1 FTE. Work would continue 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 £30k per annum (inclusive of oncosts)</p>
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Citizen Services Other Council services

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
<p>West Dunbartonshire Council Citizens, Businesses and Visitors The contact centre acts as a first point of engagement for a large number of Council services and each member of staff within the centre answers an average of 300 calls per week.</p> <p>Reduction in staff in turn would reduce the calls answered by this amount and increase wait times, currently there is a 3 minute response time target. This is an average derived from all calls throughout the year and there are times when we are currently not meeting this target due to call volume.</p> <p>A reduction by one member of staff would increase the average call answer time to 6 minutes meaning at peak times the call wait would be upwards of 30 minutes.</p> <p>Reducing staffing would still retain telephone services for those without internet access or for those requiring urgent assistance.</p>
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.

Specific group to consider	Needs	Evidence	Impact
Age	The Council must not discriminate in the way it provided services.	Older people are more likely to be disabled.	Negative for some older people who rely entirely on telephone services.
Cumulative and intersectional impacts	It is important that the Council takes account of how factors might interact.	The Scottish Women's Budget Group notes that women and girls have a disproportionate reliance on local government services because they do most	Increased waiting time may have negative effect on both services users and staff overall.

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

		women apart from one man. Women are more likely to be in poverty than men e.g. women make up 90% of single parents.	
Gender Reassign			
Health	Health and wellbeing is focus area in the Council's Strategic Plan.	Accessing help and advice in good time helps reduce stress.	Could have negative impact of services users due to stress of not being able to speak to someone. Could increase stress of contact centre employees.
Human Rights	United Nations Convention on the Rights of the Child - 'provision' is a relevant consideration	Cross cuts with sex and age (children and young people). Provisions for families, including those containing CYP would be at a slower level.	Some potential disadvantage in terms of level of provision.
Marriage & Civil Partnership			
Pregnancy & Maternity	Cross cuts with sex.	Cross cuts with sex.	Cross cuts with sex.
Race	The Council must not discriminate in the way it provides services.	Service users with no or little English would potentially face additional barriers due to increased waiting time. There is no system in place for language Line use in this Contact method although there is an opportunity to build this in.	Potentially more negative for speakers of languages other than English.
Religion and Belief			

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

The Council continues to face a significant financial challenge and savings require to be implemented in order to balance the budget. There would be a need and opportunity to enhance and further promote online processes and communication with services across Council services to help in reducing the number of calls from residents who can self-manage reducing call wait times for those who require additional support.

There would be a need and opportunity to put in place a robust system for calls and call backs via Language Line and using Contact BSL as required.

If relying on messages being left, systems in place would need to provide a reliable and timely callback/contact

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

Yes

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1343: Waiting times are likely to increase. Details potential negative impacts for service users who are older people, disabled people and some members of some BME groups, women and children. There would be a need and opportunity to put in place a robust system for calls and call backs via Language Line and using Contact BSL as required. As the vast majority of staff are female reductions are likely to affect women more than men.

Assessment No	1346	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer

Members	Ricardo Rea W4U Amanda Graham Sharon Jump
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	CCF 08 School Meals cost recovery
	The aim, objective, purpose and intended outcome of policy
	Option 1 Recover all expenditure not covered by grant or income - increase cost of paid for school meals to at least £5.73 per lunch (89% increase on the 2024/25 price) Option 2 Recover 50% of expenditure not covered by grant or income - increase cost of paid for school meals to at least £4.39 per lunch (44% increase on the 2024/25 price) Option 3 Recover 25% of expenditure not covered by grant or income - increase cost of paid for school meals to at least £3.71 per lunch (22% increase on the 2024/25 price) Option 4 Deliver only free school meals which are externally funded and remove the provision of paid for school meals across all settings. As almost 80% of meals are free and many costs are not variable the cessation of paid for meals would save £0.285m.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Education W4U

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Pupils and families Employees
Who will be/has been involved in the consultation process?
Engagement would take place with education

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

Specific group to consider	Needs	Evidence	Impact
Age	Young parents, especially young single parents are a focus in reducing poverty	Children, and people under 30 are more likely to be in poverty than older age groups	Increases in cost of the school day would have a negative effect on members of under 30 age groups particularly if they are entitled to free school meals and not claiming, or are in poverty but do not meet threshold for entitlement to free school meals.
Cumulative and intersectional impacts	Cumulative impacts of the other proposals that may affect the cost of the school day should be taken into account	<p>If option 4 is taken this may decrease social interaction between some pupils; the Council carried out research in 2022 in high schools, with pupils being asked why they took free school meals the most commonly sighted reason (44%) was 'to eat with friends', with 'get free school meal' at 21%</p> <p>Taking option 4 would reduce choice</p> <p>Increases in costs of meals would affect</p>	Option 4, removing provision of paid for service would set us apart from all other councils and also

		larger families who do not get free meals more.	<p>presents a reputational risk in terms of equity of provision</p> <p>It would also reduce choice to children and young people and families</p> <p>Removing provision may decrease interaction between children which is valued by children</p>
Disability	Families with a disabled member are a priority group for tackling child poverty	<p>Relative Poverty levels are higher in families with a disabled member across Scotland, than where there is no disabled member.</p> <p>National evidence shows a strong link between poverty and additional support needs</p>	Increases in cost of the school day would have a negative effect on families with disabled members particularly if they are entitled to free school meals and not claiming, or are in poverty but not entitled to free

			school meals.
Social & Economic Impact	<p>Th Council has a focus on reducing child poverty.</p> <p>The Council has a focus on reducing the cost of the school day</p> <p>The Council's Child Poverty Report highlights the importance of tackling Food Insecurity.</p> <p>Fairer Scotland Duty</p> <p>Consumer Duty</p>	<p>An analysis by the Child Poverty Action Group carried out for 2024 found there are 25,000 children in Scotland who are in poverty but do not qualify for school meals. Using 2024 population estimates and assuming roughly the same level of school age children as Scotland, this may mean there are around 400 children in West Dunbartonshire in this situation.</p> <p>The Child Poverty Rate for WD after Housing costs is 25.2% compared to the Scotland figure of 20.7% for 23/24.</p> <p>We do not figures for WD, but https://www.schoolfoodmatters.org/ research suggested that those who do not take school meals in England spent between £15 and £25 per week.</p> <p>Food Foundation notes https://foodfoundation.org.uk/publication/kids-food-guarantee-update-packed-lunches-may-2024 looking at the price of health packed lunches across 5 supermarkets in England (May 2024 prices) that 'The weekly cost varied across the retailers from £8.56 to £11.72. In comparison, a Free School Meal allowance is approximately £12.50 per week. Therefore, for children paying for a school lunch, a healthy packed lunch is not always significantly cheaper than buying lunch from the school canteen depending on which retailer and what the school canteen offers.'</p> <p>It also noted that in each retailer unhealth lunches were always cheaper and usually significantly so.</p>	<p>Increases in cost to school meals would especially effect those not entitled to school meals but not in poverty the most. Removal of meals would reduce choice also for this group.</p>
Sex	<p>Lone parents are a priority group in terms of reducing child poverty.</p>	<p>The majority of lone parents are women. Single people are more likely to be in relative poverty.</p> <p>Relative poverty rates have been historically highest for single mothers but have gradually declined to be comparable</p>	<p>Service users Women in poverty including single parents</p>

		<p>with other single household types. In the most recent period, poverty rates were highest for single childless men (33%, 90,000).</p> <p>If an option is taken to cease paid for school meals will this affect Council staff as less of them may be required.</p>	<p>may be more adversely affect, both by increases in prices or stopping providing paid for meals.</p> <p>Employees If there are staff reductions these will mainly affect women.</p>
Gender Reassign	<p>Potential impacts on Trans people need to be assessed</p>	<p>A BMJ study from 2023 (https://bmjopen.bmj.com/content/13/2/e068099) noted that Trans people are more likely to live in more deprived areas.</p> <p>ONS data and BMJ analysis suggest that there are higher proportion of Trans people in younger age groups that is 16 to 30.</p> <p>Census results from 2022 show 227 identify as Trans</p>	<p>Impacts compared to other groups difficult to assess due to lack of evidence in relevant areas such as relative poverty.</p>
Health	<p>The Council's Strategic Plan recognised the importance of Health and Wellbeing</p>	<p>Children living in poverty often lack access to adequate nutrition, healthcare, and safe living conditions, leading to higher rates of illness and developmental issues. (Increasing the demands on the healthcare system).</p> <p>Whole school approaches to improving health are likely to be more effective, school meals along with exercise are important components. School meals are nutritionally balance and provide a choice to children and families.</p> <p>The Council carried out a school meals</p>	<p>Increased cost or removal of paid for school meals would reduce choice and remove a source of balanced nutrition for those groups</p>

		<p>survey with High School students in 2022. One question was when pupils first ate during the day (excluding sweets). 27% of those who were not entitled to FSM said that lunch time was the first time they ate, this compares to 38% who were entitled to FSM. The figure was 25% for those who weren't sure if they were entitled to FSM. This suggests that for many who could be affected by either increased costs or removal of paid school meals, change could be significant.</p> <p>Researchers in the School of Food Science and Nutrition at the University of Leeds study (2016) on England found that just 1.6 per cent of primary children's packed lunches met the nutritional standards set for their classmates eating in the school canteen.</p>	<p>noted in this assessment. This could result in poorer diet overall for those affected and have a knock on effect on health.</p>
<p>Human Rights</p>	<p>We need to consider the UNCRC in terms of provision</p>	<p>UNCRC</p> <p>Cross cuts with considerations noted in Social and Economic Impact, and across protected characteristics</p> <p>There is possible Highlighting/stigmatising FSM by means of entitlement particularly in secondary school settings.</p>	<p>Stigmatising of FSM could reduce uptake, and result in higher costs to more financially vulnerable families.</p> <p>Families who do not qualify for FSM but are non the less in relative poverty, would experience poorer provision and extra costs.</p>

Marriage & Civil Partnership	Considerations cross cut with sex so need to be examined	In 2021-24, the relative poverty rate after housing costs was highest for divorced adults 28%, and single adults 29%.	Single people with children are more likely to be in poverty than couples so any of the options could have a more negative affect
Pregnancy & Maternity	Cross cuts with sex	Pregnancy/Maternity may mean reduced income for some women meaning greater financial pressure	May be more adversely affected, both by increases in prices or stopping providing paid for meals.
Race	BME groups are a priority in terms of tackling child poverty	Poverty levels Increases in costs of meals would affect larger families who do not get free meals more, this would more likely affect BME families due on average larger sizes	Negative impact on BME families not getting free meals.
Religion and Belief	There can be cross cutting considerations between religion and belief and Race.	The Council's school meals provision provides choice of healthy food that supports dietary requirements linked to religion or belief.	It may be more difficult for some groups to as easily or cheaply source suitable food during the school day, if paid school meals are removed.

Sexual Orientation	Need to take into account LGB poverty levels when considering impacts	At the Scotland level, the poverty rate has been consistently higher for LGB+ adults compared to straight / heterosexual adults.	Increases in cost of the school day would have a negative affect on families with LGB adult members especially if they are entitled to free school meals and not claiming, or are in poverty but not entitled to free school meals
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Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

In light of the current financial context, the Council is required to implement savings to balance the budget. Any increase in cost would be accompanied by efforts to increase uptake of FSM and raise awareness of benefit maximisation as would removal of paid for meals.

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

Q7 What is your recommendation for this policy?

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

EIA 1346: Either increasing school meals charges or removing paid for school meals are likely to have negative financial impact for a range of equality groups particularly, women, families with a disabled member, BME families, younger families, well as children and young people in relative poverty.

An analysis by the Child Poverty Action Group showed 25,000 children in Scotland are in poverty but do not qualify for free school meals. This would equate to around

400 children in West Dunbartonshire.

Increasing charges may limit choice and access to affordable healthy food. Increasing charges or stopping paid for school meals may also limit choices to affordable and healthy meals for those with dietary requirements based on religion, belief or medical requirements.

Impacts are more likely to be multiplied when people are members of more than one vulnerable group.

There are potential negative impacts in terms of children's health, and when considering provision for children and young people in terms of the United Nations Convention on the Rights of the Child.

Removing paid for school meals would also reduce opportunities for interaction among children. There may also be increased stigmatising of those taking school meals as these would then only be FSM; this might mitigate against uptake of FSM.

Assessment No:	EIA 1457
Lead Officer	Amanda Graham
Who else has been involved in developing this EIA	CCF HR Lauren Crooks

Title	Savings Option CCF09 – Review of Performance & Strategy Team
Description: (Provide an overview of the aims and objectives of this policy)	The Performance and Strategy team leads on performance management and strategic planning across the Council with responsibility for co-ordinating the preparation of the Council's Strategic Plan and individual service delivery plans twice yearly. In addition, the team delivers the Council's Public Performance Reporting requirements, production of annual report, supporting continuous improvement and co-ordinating the Local Government Benchmarking Framework (LGBF) return; management of Council performance management system including training, and data analysis supporting SIMD and census data. Further responsibility includes strategic consultation and community engagement including Citizens Panel and budget consultation; West Dunbartonshire equality mainstreaming including leading on statutory Equality Outcomes Plan and BSL plan, support with equality impact assessments and equality training. The team also leads the WD Equality forum (community forum) and the Equality and Diversity Working group (officer and elected member group). The team consists of four employee (3.6 FTE (from 1 st April)) and under this option, the team would reduce by one post.
Who have you engaged/consulted with as part of your proposal?	CCF, Performance and Strategy Other senior officers
Who will be affected by this proposal?	Employees, all Council services due to reduction in support and equality groups

Does the proposal involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements and viewed the guidance	No

Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.
You must indicate if there is any relevance to the six areas

<u>The three needs of the general duty are to make sure that public authorities have due regard to the need to:</u> Eliminate discrimination (E) or Advance equal opportunities (A) or Foster good relations (F)	Yes
Relevance to <u>Human Rights (HR) Human Rights Act/European Convention on Human Rights</u>	Yes
Relevance to Health Impacts (H)	Yes
Relevance to <u>United Nations Convention on the Rights of the Child (UNCRC)</u>	Yes
Relevance to Social Economic Impacts (SE) or <u>Fairer Scotland Duty (FSD)</u>	Yes
Relevance to <u>Scottish Consumer Duty (SCD)</u>	No

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

A review of tasks and membership of groups has supported the evaluation of the impact on services and protected groups if the team was reduced, including:

The views of colleagues with relevant expertise or experience who are in direct contact with service users, formal and informal groups, representing the interests of people with particular protected characteristics (e.g. West Dunbartonshire Equality Forum, WD Equality & Diversity Working Group)

Consideration of impact on people with particular protected characteristics who have a disproportionately low level of access to services, participation in public life or other activities.

Equalities training to help tackle prejudice and promote understanding between people with different protected characteristics?
Accessible information and materials - ensuring information is provided in suitable formats for protected groups i.e. BSL.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
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<p>Age</p>	<p>All age groups could be negatively impacted with this saving as the services operates to engage with residents of all ages to ensure representation.</p> <p>A Fairer Scotland for Older People: Framework for Action.</p> <p>Older people want: "Opportunities to remain actively engaged with, and involved in, their communities".</p>	<p>This has the potential to have a negative impact as all age groups can be disadvantaged if the service is reduced, as there is a direct impact on engaging with communities.</p> <p>The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to reduce inequalities in service delivery.</p> <p>This could result in decreased levels of satisfaction of resident's opportunity to influence council services and decisions.</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. Disabled people and those living in a household with a disabled person are more likely to be income deprived.</p>	<p>There could be negative consequences for disabled people who have less opportunities to be actively involved or to have their views considered.</p> <p>Loss of opportunity for working with equality groups. This could result in increased levels of social isolation for this protected group due to loss of opportunities to engage with the Council and influence council decisions. Loss of opportunity to ensure accessible information is provided to support people with disabilities as identified through the Equality Outcome plan and BSL plan.</p> <p>The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being</p>

		applied to support services to reduce inequalities in service delivery.
Gender Reassign	Those undergoing or who have undergone gender reassignment can be particularly excluded from social and in civil society. Evidence suggest that trans people can be more socially isolated and more at risk of discrimination.	Loss of a post would result in a less effective service, there could be negative consequences for Trans people through loss of opportunities to engage with the Council and influence council decisions, creating increased social isolation for this group. The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to reduce inequalities in service delivery.
Marriage & Civil Partnership		
Pregnancy and Maternity		
Race	All protected groups could be impacted with this saving, people from BME groups are more likely to experience hate incidents than people from white ethnic groups. 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.	Loss of a post would result in a less effective service, there could be negative consequences for BME people to be actively involved or to have their views considered. The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to reduce inequalities in service delivery. This could result in group feeling unsafe in their communities and increasing social isolation.
Religion and Belief	We need to consider any differential impact in terms of religion and belief. Whilst	Loss of a post would result in a less effective service, there could be negative

	<p>Race and religion are distinct categories there is some cross over in terms of visibility, or perceived religion of certain people. We also need to consider and impact of dealing with sectarian incidents.</p>	<p>consequences for this group to be actively involved or to have their views considered. The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to reduce inequalities in service delivery.</p>
Sex	<p>We need to consider any differential impacts between sexes. The P&S team is predominantly female employees.</p> <p>Our child poverty report notes women/lone parents groups as a priority group. Women are more likely to be income deprived than men. 90% of single parents are female.</p>	<p>Potentially negative as females could be impacted.</p> <p>Loss of a post would result in a less effective service, there could be negative consequences in terms of being able to support this group to be actively involved or to have their views considered. The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to reduce inequalities in service delivery.</p>
Sexual Orientation	<p>We need to consider any differential impacts between sexual orientations LGB people are more likely to suffer harassment linked to sexual orientation than heterosexual/straight people.</p>	<p>Loss of a post would result in a less effective service, there could be negative consequences in terms of being able to support this group to be actively involved or to have their views considered. The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to reduce inequalities in service delivery.</p> <p>This could mean this group feel unsafe within their communities and experience social isolation.</p>

Human Rights	In practice Human Rights and Children's Rights cross cut often with equality considerations.	Loss of a post would result in a less effective service, there could be negative consequences in terms of being able to support people's human rights.
Health	Cross cuts with other areas in relation to both physical and mental health.	Loss of a post would result in a less effective service, there could be negative consequences in terms of being able to support protected groups to engage and influence Council decisions and service design.
Social & Economic Impacts & Fairer Scotland Duty (FSD)	The team supports the Council to uphold its equality and Fairer Scotland Duty. Reduction in posts will reduce available support.	Potentially negative, if loss of posts resulted in a less effective service, then there could be negative consequences in terms of being able to support the Council with their equality duties.
This section must be completed if any potential impact on children and young people up to the age of 18		
United Nations Convention on the Rights of the Child (UNCRC)	The team supports the Council to uphold its equality duty. Reduction in posts will reduce available support.	Potentially negative, if loss of posts resulted in a less effective service, then there could be negative consequences in terms of being able to support the Council with their equality duties.
This section must be completed in reference to the Scottish Consumer Duty		
Scottish Consumer Duty (SCD)	N/A	
Consider cumulative impact of the proposal		
Cumulative/ intersectional considerations	<p>Potential cross cutting impacts due to reduction in team resource.</p> <p>People can simultaneous be members of more than one disadvantaged or advantaged group, which can multiply negative or positive outcomes.</p>	Potentially negative, loss of posts could pose a risk in terms of missed opportunities to support equality groups to be actively involved or to have their views considered. The team leads on the Council's equality mainstreaming work and a reduction in the team would result in less resources being applied to support services to

		reduce inequalities in service delivery.
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

If the saving is taken the service would require to be reviewed to identify which areas of delivery would cease. Other Council services would have to identify officers to take a lead on areas previously supported by the P&S team.

Summary of overall impact(s) of the proposal.

A 25% reduction in resource would result in the reduction of service delivery with some areas of work requiring to be ceased, considering elements of the service which are statutory. There would also be a restructure of service required if this option was taken.

It is recognised that if this saving option is accepted by members that there will be a negative impact on the delivery and future development of the Council's strategic and equality plans.

It is also recognised that there would likely be a negative impact for the protected groups detailed above, as there will be less opportunities to engage with council on delivery of services with a high potential to silence voices of minoritised groups and weaken the inclusion infrastructure.

This could likely also result in tenants and residents feeling dissatisfaction with their ability to engage with and influence council decisions.

It is also recognised that there would also be a negative impact for internal WDC services and external partners, for example services would need to identify an officer to undertake the work previously supported by the P&S team and external partners would have less opportunity to represent their group in council decisions.

Name of the senior manager who has approved this assessment

Amanda Graham

Assessment No	1404	Owner	ajgraham
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer - CCF
Members	Amanda Graham, Chief Officer - CCF		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	CCF_10 WDLT Management Fee		
	The aim, objective, purpose and intended outcome of policy		
	<p>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. Based on flat cash the assumed Management Fee for 2026/27 would be £5,068,242.</p> <p>Under this option, the management fee would be reduced by a set percentage, which for illustration purposes would equate to:</p> <ul style="list-style-type: none"> • 1% reduction – £50,682 • 3% reduction – £152,047 • 5% reduction – £ 253,412 		
	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?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

WDLT and potentially staff and services users, dependent on how the WDLT opts to take forward the management fee reduction.

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

WDLT

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

Specific group to consider	Needs	Evidence	Impact
Age	The Council and WDLT, as it provides services for WDC, needs to comply with Public Sector Equality Duty (PSED).	In determining options for addressing any funding gaps WDLT should consider relevant evidence for the areas listed below.	Funding options will be assessed by WDLT in terms of how gaps will be addressed and any potential impact on services, for each protected group and for each of the areas below.
Cumulative and intersectional impacts	The Council and WDLT require to take into consideration the cumulative effects of its decisions. WDC needs 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 how gaps will be addressed and any potential impact on services.
Disability	As above, and it is noted that the WDLT and the Council have a duty to continue to make services accessible to disabled people.	As above, and it is noted that, Disabled people are more likely to be income deprived than non disabled people.	As above.
Social & Economic Impact	WDC needs to take into account the Fairer Scotland Duty when making Strategic decisions to address any funding shortfall.	WDLT will have to assess budgets and options to address any funding shortfall.	Funding options to be assessed by WDLT in terms of how how gaps will be addressed and any potential impact on services.
Sex	As above.	As above and it is noted that women are more likely to be income deprived than men.	As above.

Gender Reassign	As above.	As above.	As above.
Health	The Council Strategic Plan has a focus on Health and Wellbeing. Our Communities Resilient and thriving, specifically objective 'Our residents' health and wellbeing remains a priority'	A Service Level Agreement is in place between the Council and WDLT.	Funding options to be assessed by WDLT in terms of how gaps will be addressed and any potential impact on 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 Council's behalf. United Nation Convention on Rights of the Child also requires to be considered.	Human Rights considerations cross cut with equalities UNCRC rights cross cut with Human Rights and Equality Act considerations.	Funding options to be assessed by WDLT in terms of how gaps will be addressed and any potential impact on services.
Marriage & Civil Partnership	As above.	As above.	As above.
Pregnancy & Maternity	As above.	As above.	As above.
Race	As above.	As above and it is noted that members of most BME groups are more likely to be income deprived than most white ethnic groups.	As above.
Religion and Belief	As above.	As above.	As above.
Sexual Orientation	As above.	As above.	As above.

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

In light of the ongoing financial challenge the Council is required to make savings to deliver a balanced budget

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

The Council has arrangements in place to engage with and monitor the services provided by WDLT

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1404 - The option would see the management fee to the leisure trust reduce however it would be for the WDLT to decide how to manage this reduction in funding. Potential impacts are not clear but potential negative impacts are possible, both in terms of staff and service users. Larger reductions would hold more potential for negative impacts.

The Council has a service level agreement 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. Equality considerations, Human Rights considerations, and as matter of good practice United Nation Convention on the Rights of the Child considerations will inform any changes.

Assessment No	1373	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer

Members	Amanda Graham, Chief Officer Ricardo Rea, Performance and Strategy Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	CCF 11 Remove all funding to support Pipe Bands
	The aim, objective, purpose and intended outcome of policy
	The Council stages the Scottish Pipe Band Championships in Dumbarton each year. The event is free to attend. Under this option the event would cease saving £23k revenue (and £34,500 released back to Common Good Fund).
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	WDLT

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Residents, visitors, local businesses.
Who will be/has been involved in the consultation process?
WDLT

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	Important to look at how factors may cross cuts and to consider any cumulative impacts.	The Council stages free events including family fun days, which take place in parks including Moss o'Balloch, the Pipe Band Championships in Dumbarton and the annual fireworks display.	Other cultural participation opportunities are available in West Dunbartonshire, with those provided by the Council being free of charge.
Disability			
Social & Economic Impact	Need to consider Fairer Scotland Duty requirements.	The organisers did not hold the games in 23/24. No major economic negative impact was noted.	Potentially may impact on the local economy if the committee decided not to proceed with the event as a result of the withdrawal of grant, though its is unlikely that the impact would be major.
Sex			
Gender Reassign			
Health			
Human Rights	Universal Declaration of Human Rights Article 27 says everyone has the right to freely participate in the cultural life of the community, to share scientific advances and its benefits, and	The organisers did not hold the games in 23/24.	Unlikely to have a significant impact, if games continued. More likely to have an impact if the committee decide not to continue with games.

	to get credit for their own work. This article firmly incorporates cultural rights as human rights for all. UNCRC considerations. in terms of provision, protection and participation.		Other cultural participation opportunities are available in West Dunbartonshire.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

Due to the ongoing financial challenge, the Council is required to make savings to deliver a balanced budget. Other cultural events occur in West Dunbartonshire. The Council stages free events including family fun days, which take place in parks including Moss o’Balloch and the annual fireworks display (noting this is subject of a potential saving option).

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1373: We have considered the potential socio economic impact in line with the Fairer Scotland Duty and have concluded there is likely to be minimal impact. We have also considered impacts from a Human Rights perspective, including UNCRC, and do not believe that there would be any significant impact on fulfilment of rights by reducing this non core funding.

Other cultural participation opportunities are available in West Dunbartonshire.

Assessment No	1376	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer

Members	Amanda Graham, Chief Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	CCF 11 Remove fireworks display provision
	The aim, objective, purpose and intended outcome of policy
	Remove all
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	WDLT

Does the proposals involve the procurement of any goods or services?	Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Residents, visitors, local businesses.
Who will be/has been involved in the consultation process?
WDLT

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	Important to look at how factors may cross cuts and to consider any cumulative impacts.	The Council stages other free events including family fun days, which take place in parks including Moss o'Balloch, the Pipe Band Championships in Dumbarton.	Other cultural participation opportunities are available in West Dunbartonshire, with those provided by the Council being free of charge.
Disability			
Social & Economic Impact	Need to consider Fairer Scotland Duty requirements.	No evidence of any major economic impact.	Neutral.
Sex			
Gender Reassign			
Health			
Human Rights	<p>Universal Declaration of Human Rights Article 27 says everyone has the right to freely participate in the cultural life of the community, to share scientific advances and its benefits, and to get credit for their own work. This article firmly incorporates cultural rights as human rights for all.</p> <p>UNCRC considerations. in terms of provision,</p>	No evidence that there would significant cultural impact.	Other cultural participation opportunities are available in West Dunbartonshire.

	protection and participation.		
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

Other cultural events occur in West Dunbartonshire. The Council stages free events including family fun days, which take place in parks including Moss o'Balloch.

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1376: We have considered the potential socio economic impact in line with the Fairer Scotland Duty and have concluded there is likely to be minimal impact. We have also considered impacts from a Human Rights perspective, including UNCRC, and do not believe that there would be any significant impact on fulfilment of rights by reducing this non core funding.

Other cultural participation opportunities are available in West Dunbartonshire. Due to the significant financial challenge facing the Council, savings require to be implemented. The Council does offer other free events. Removal of this event would result in a cost saving for the Council.

Assessment No	1448	Owner	jmcgrogan
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Julie	McGrogan	Senior Education Officer

Members	Gillian Hamilton - Chief Education Officer Julie McGrogan - Senior Education Officer Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	Savings Option EDU04 - Swimming Lessons
	The aim, objective, purpose and intended outcome of policy
	Currently in West Dunbartonshire, £14,320 funding is allocated to West Dunbartonshire Leisure Trust (WDLT) to fund a free eight-week course of swimming lessons to children in Primary 6 or 7 during term time. This option would remove that provision.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Education officers Consultation with West Dunbartonshire Leisure Trust who currently assist in the provision of this service. Consultation with stakeholders, HTs, TUs to advise of possible changes.

Does the proposals involve the procurement of any goods or services?	Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes

Relevance to Social Economic Impacts (SE)	Yes
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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, beyond its current offer and ascertain the costs, capacity to deliver 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 and reduction in provision.

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 TUs 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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	Drive for water safety	Cross cuts with elements above.	Potentially negative.
Disability	Priority group in terms of child poverty.	Households with one or more disabled person are more likely to be income deprived and face challenges engaging with any swimming programme not organised /arranged by schools.	Negative.
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	Negative.

		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 free of charge through school.	
Sex	Women/single parents; Priority group in terms of child poverty.	Women are more likely to be income deprived than men. Around 90% of single parents are women. If swimming lessons not organised / arranged by schools, single parents may 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.
Human Rights	Whilst learning how to swim is not a human right, knowing how to swim can contribute to article 2 protecting the right to life. UNCRC considerations i.e. Provision Protection Participation	Article 2 of Human Rights Act. Provision and protection in terms of UNCRC.	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, and as such face challenges engaging with any swimming programme not organised / arranged by the schools.	Negative.
Religion and Belief			
Sexual Orientation			

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. Mitigation: 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 basis?

We will monitor impact by consulting Head Teachers.

Monitoring will be carried out on a termly basis.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1448: Potentially negative impacts for disabled, BME and income deprived Children. 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 geographical area present a significant risk to those without this skill. The relatively small amount saved by this proposal does not outweigh the risk presented by removing the service.

Mitigation: 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.

Assessment No	1436
Strategic Team	EDU
Lead Officer	Gillian Hamilton
Who else has been involved in developing this EIA	Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist

Title	Savings Option EDU05 - Early Start Clubs
Description: (Provide a brief overview of the aims and objectives of this policy)	<p>The Council currently offers Early Start Clubs in all primary schools to ensure no pupil starts the day without a meal. The cost per day for a child to attend is currently £2.10, with pupils in receipt of free school meals exempt from that charge.</p> <p>The number of pupils attending clubs across the authority is approximately 350, and as such the cost to run the service exceeds the income it generates. In 2025/26 estimated staffing costs are £246,000 and estimated income is £144,000. This means it costs the Council £102,000 to deliver.</p> <p>This option proposes to cease provision of Early Start Clubs at the beginning of the 2026/27 session, generating a saving of £102,000.</p>
Who have you engaged and consulted with as part of your	<p>Consultation with other Council services who currently assist in the provision of this service.</p> <p>Consultation with stakeholders, HR, HTs & TU's to advise of possible changes.</p>
Who will be affected by this proposal?	Children and families who make use of 'Early Start' clubs in our schools in the morning. Staff who work in our Early Start clubs.

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 and viewed the guidance	No

Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.
You must indicate if there is any relevance to the six areas

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR) Human Rights Act/European Convention on Human Rights	Yes
Relevance to Health Impacts (H)	Yes
Relevance to United Nations Convention on the Rights of the Child (UNCRC)	Yes
Relevance to Social Economic Impacts (SE) or Fairer Scotland Duty (FSD)	Yes
Relevance to Scottish Consumer Duty (SCD)	No

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
Age	Younger parents (18-30) are more likely to be in relative poverty than older parents.	Negative
Disability	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.
Gender Reassign	A BMJ Study published in 2023 notes Trans and non-binary adults were younger, more likely to be from Asian, black, mixed or other ethnic groups and more likely to live in more deprived parts of the country. (Demographic characteristics, long-term health conditions and healthcare experiences of 6333 trans and non-binary adults in England: nationally representative evidence from the 2021 GP Patient Survey BMJ Open) In 2022 Scotland's Census found that 19,970	Negative impact

	<p>people were trans or had a trans history. This is 0.44% of people aged 16 and over.</p> <p>For West Dunbartonshire the figure was 0.31% equating to 227 people.</p>	
Marriage & Civil Partnership	<p>Single people are more likely to be in relative poverty</p> <p>Single parent households are more likely to be in relative poverty. 90% of single parent households are headed by women.</p>	Negative impact
Pregnancy & Maternity	The vast majority of Learning Assistants who staff our Early Start clubs are female. Ceasing the provision of Early Start clubs will adversely affect employment opportunities.	Negative impact.
Race	People from BME groups are more likely to be income deprived.	Reduction may negatively impact on more on BME pupils their families.
Religion and Belief	<p>There can be cross cutting considerations between religion and belief and Ethnicity</p> <p>Relative poverty rates higher for Muslims (https://data.gov.scot/poverty/#Religion) For example from Census data 90% of those who say they are Pakistani or Bangladeshi also say they are Muslim and these two ethnic groups are more likely to be income deprived Most White ethnic groups</p>	Negative Impact
Sex	The vast majority of Learning Assistants who staff our Early Start clubs are female. Ceasing the provision of Early Start clubs will adversely affect employment opportunities.	Negative impact.
Sexual Orientation	Relative poverty rates higher for LGB+ adults (https://data.gov.scot/poverty/#Sexual_orientation)	Negative impact

This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Human Rights	<p>Many of the children attending the Early Start Club have had nothing to eat at home before coming to school and are provided with breakfast at the club. Although access to food is not defined as a right in the Human Rights act 1998, it has a direct impact on the health and wellbeing, and the performance of children and young people in school, which is defined in Protocol 1, Article 2 'right to an effective education</p>	Negative impact.
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This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Health	<p>Early Start clubs provide breakfast for those who are eligible for free school meals. Ceasing the provision of Early Start clubs will negatively impact the health of some of our most vulnerable children.</p>	Negative impact.
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This section must be completed if any there are any potential socio-economic impacts including but not limited to those covered by the Fairer Scotland Duty

Social & Economic Impact	<p>The numbers of children with additional support needs and the complexity of their needs has increased.</p> <p>Some children are adversely impacted by poverty. The nature of support required for children has intensified and requires more continuous and long term interventions.</p> <p>The most effective supports are based on those supported by significant relationships with a key adult.</p>	Negative impact.
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	<p>An analysis by the Child Poverty Action Group carried out for 2024 found there are 25,000 children in Scotland who are in poverty but do not qualify for school meals. Using 2024 population estimates and assuming roughly the same level of school age children as Scotland, this may mean there are around 400 children in West Dunbartonshire in this situation.</p>	
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This section must be completed if any potential impact on children and young people up to the age of 18

<p>United Nations Convention on the Rights of the Child</p>	<p>Article 24 (health and health services) Every child has the right to the best possible health. Governments must provide good quality health care, clean water, nutritious food, and a clean environment and education on health and well-being so that children can stay healthy.</p> <p>Article 27 (adequate standard of living) Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development. Governments must help families who cannot afford to provide this.</p>	<p>Negative impact.</p>
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This section must be completed in reference to the Scottish Consumer Duty

<p>Scottish Consumer Duty</p>	<p>The assessment meets the need to have due regard under the Duty to possible harm to consumers.</p>	<p>Negative impact</p>
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Consider cumulative impact of the proposal

Cumulative and intersectional impacts	Factors can and do combine to amplify the effects of income deprivation.	Some groups and combinations of groups may be unable to access alternative provision based on cost.
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

Summary of overall impact(s) of the proposal.

EIA 1436: This proposal was developed to support the budget exercise. Ceasing the provision of 'Early Start' clubs will impact children and Learning Assistant staff in our schools. The loss of the 'Early Start' club will mean many children in our communities will go without breakfast, and our predominantly female Learning Assistant workforce will face a reduction in available hours and income.

An analysis by the Child Poverty Action Group carried out for 2024 found there are 25,000 children in Scotland who are in poverty but do not qualify for school meals. Using 2024 population estimates and assuming roughly the same level of school age children as Scotland, this may mean there are around 400 children in West Dunbartonshire in this situation, this group would be affected negatively.

Name of the senior manager who has approved this assessment

Gillian Hamilton

Assessment No	1162	Owner	fkelly
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Claire Cusick Senior Education Officer Ellen Moran Principal Educational Psychologist Julie McGrogan Senior Education Officer Andrew Brown Senior Education Officer Alison Bowers Senior Education Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	EDU08 - Charging for Instrumental Music Service
	The aim, objective, purpose and intended outcome of policy
	It is proposed that the cost benefit from charging for IMS be explored as a draft savings option. This option has been devised to generate income for the Council to offset the cost of running the Music Service. Of the 1,014 pupils currently accessing this service, 22% are living in families in receipt of out of work benefits and would not be charged for this service. Assuming that 10% of those who would be eligible and willing to pay for tuition choose to do so, the following three charging options are proposed: Option 1: £30/hour x 40 weeks Option 2: £15/hour x 40 weeks Option 3: £5/hour x 40 weeks These charging options do not cover the full service costs.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	There has not been consultation yet as this savings option has not yet been agreed. If it goes ahead a period of consultation will be required to include but not confined to, Instrumental Music Tutors, Education Officers, Senior Education Officers, Education Support staff, Trade Unions, Finance Officers and HR Advisors.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

All primary and secondary pupils entitled to instrumental music tuition; and cultural and community experiences delivered through music.

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

There has not been consultation yet as this savings option has not yet been agreed. If it goes ahead a period of consultation will be required to include but not confined to, Instrumental Music Tutors, Education Officers, Senior Education Officers, Education Support staff, Trade Unions, Finance Officers and HR Advisors.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	It is important to consider how factors might cross cut to amplify negative or positive impacts	Likely that factors for groups above will cross cut to amplify negative impacts.	Negative, cross cutting with sex, ethnic and disability for example, and and other who are more likely to be on lower incomes and/or be in relative poverty.
Disability	Families with disabled members are a priority group in terms of tackling child poverty including reducing the cost of the school day. The Council is required to make	Households with one or more disabled member are more likely to be in relative poverty than families with no disabled members.	Likely more negative for disabled children or families with a disabled member.

	reasonable adjustments for disabled pupils to access its services		
Social & Economic Impact	Council focus on reducing child poverty.	Cost of the school day policy not implemented with children living in poverty further disadvantaged as parents may be unable to afford cost of paying for music tuition.	Likely negative for those on lower incomes.
Sex	Single parents families re a priority group in terms of tackling child poverty including reducing the cost of the school day.	Women who make up 90% of single parents are more likely to be in relative poverty than men.	More likely more negative for single parent families.
Gender Reassign			
Health	Health and well being is a focus on the Councils 22-27 Strategic plan.	There is a range of evidence on the positive effect of playing musical instruments on physical and mental health for example Published in 2016, Instruments of Knowledge: Music and the Brain (Stoklosa, 2016) suggest that playing instruments enhances problem-solving, creativity, and memory.	If uptake of music in reduced those not being able to access these opportunities will miss out on the health and wellbeing benefits.
Human Rights	Need to consider UNCRC Articles 29 and 31	There would be a very significant reduction in all schools' abilities to meet Children's entitlement to instrumental music tuition and creative learning .	Negative in terms of provision for children and young people.
Marriage & Civil Partnership			

Pregnancy & Maternity			
Race	BME families are a priority group in terms of tackling child poverty including reducing the cost of the school day.	Most BME groups are more likely to be in relative poverty than most white groups.	Likely more negative for disabled children and families from BME groups.
Religion and Belief			
Sexual Orientation			

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

The Council is facing a significant financial challenge and is legally obligated to balance its budget.
This is a proposal put forward as part of work to ensure a balanced budget can be set.

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

We will monitor impact of any changes through feedback from the teams involved, central monitoring and data analysis.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1162: Charging for IMS will adversely affect children in our schools, and their rights. More Negative impacts are more likely to fall on those who are disabled, from BME groups and single parent families all of whom are more likely to be in relative poverty. The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.

Assessment No	1347	Owner	alison.bowers
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Gillian Hamilton - Chief Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Andrew Brown - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist Alison Bowers - Senior Education Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	Savings Option EDU09 - Closure of Out of School Care Service at St Eunan's Primary School and Linnvale Primary School
	The aim, objective, purpose and intended outcome of policy
	The OSC services have reduced over time to the current offer of school term time, evenings only. In session 24/25 approximately 87 places were used, however, in session 25/26 this has reduced to approximately 71. There are 3 options within this proposal, 1 is to make an increase to cover some more of the costs, 2 is to make a further increase to cover all of the costs and the last option is to cease the provision.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	HT/HOC's, WDC Parent Forum members, pupils, HR, TU's, Finance Officers and Education central staff. Also work with alternative OSC providers in the local area to provide alternative placements for children and families impacted by the closure.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

If closure is chosen it would affect the children and families accessing the evening Out of School Care service at St. Eunan's and Linnvale Primary Schools and Out of School Care workers employed part time - 5 in total
The other options would impact families as the cost for both options would increase and may make it prohibitive for some.

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

Consultation with families would be crucial to the process of closure of the children currently attending Linnvale and St. Eunan's Out of School Care (OSC).

Consultation with HT/HOC's, HR, TUs and staff regarding alternative employment for staff impacted by the closure.

For the options of a price increase these families would also require to be notified.

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.

Specific group to consider	Needs	Evidence	Impact
Age	Council focus on tackling child poverty. Young parents are also a focus.	Cross cuts with the consideration below. Potential that users may turn to other mainly older families members for more child care	Potentially negative.
Cumulative and intersectional impacts	Important to look at cross cutting impacts.	Membership of more than one disadvantaged group will multiply affects.	Impacts should be considered in the round.
Disability	The Council has a duty to make its services accessible to disabled people,	Families with one disabled member are more likely to live in relative poverty.	Reduction may negatively impact on disabled pupils and their families.

	<p>including pupils. This is an anticipatory duty.</p> <p>We must seek to mitigate any negative impacts.</p>		
Social & Economic Impact	<p>Council focus on reducing child poverty.</p>	<p>At the Scotland level, use of OSC is strongly linked to parental employment, and the most common reason parents give for using OSC is that it allows them to work.</p> <p>An analysis by the Child Poverty Action Group carried out for 2024 found there are 25,000 children in Scotland who are in poverty but do not qualify for school meals. Using 2024 population estimates and assuming roughly the same level of school age children as Scotland, this may mean there are around 400 children in West Dunbartonshire in this situation.</p> <p>In terms of Linnvale Primary the 2 SIMD data zones in the immediate area are in the 3rd Decile of deprived data zones that in the top 30% in terms of deprivation, they rank 2091 and 1911 of 6976 data zones in Scotland for deprivation, with number 1 being the most deprived. They are directly bounded by 2</p>	<p>Negative impacts if other affordable provision is not available.</p>

		<p>areas in the first decile and 1 area in the second decile.</p> <p>St Eunan's itself sits in data zone that is in the top 10% deprived of zones, close to areas that are in the second and fifth decile</p> <p>We do not have information of why usage may have declined for example if increased cost have been factor.</p>	
Sex	Single parent families are a focus a group for reducing child poverty.	<p>Women are more likely to be income deprived. 90% of single parents are women.</p> <p>Women are more likely to be providing unpaid care. If the service was to become less affordable or be withdrawn this would have a negative affect on such carers.</p>	<p>Potentially negative for families and children, including unpaid carers.</p> <p>Potentially more negative for women in terms of staffing due to workforce demographics.</p>
Gender Reassign			
Health			
Human Rights	UNCRC especially in terms of the domain of 'provision'.	It is important that there are available and affordable provision in the areas.	<p>Positive Impacts: Benefit to the OSC financially may mean future financial business security Reduction in staff costs. Reduction in running costs of the services.</p> <p>Negative Impacts: Children attending the services are</p>

			pupils at both schools. Children will be picked up at their school to join a new OSC group of children at another location. OSC closure will result in redeployment through Switch for staff.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a focus a group for reducing child poverty.	Most BME groups more likely to be in relative poverty and higher child poverty than White ethnic groups.	Potentially negative.
Religion and Belief			
Sexual Orientation			

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

The OSC services have reduced over time and there is a smaller number of users. There are 3 options to be explored and the decision has to be made over which option would be the most financially viable yet also minimise the negative impact to all involved. As above there would be an impact on those working and using the service, however, the council is required to balance their budget and make best use of the finances that they have.

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

We will monitor impact by consulting children and families involved. We will also monitor the uptake of the service should the options to increase prices be implemented as an alternative to closure.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1347: The EIA notes potential negative impacts for some protected groups of service users. There are some potential negative impacts for employees.

In terms of service users those who are more likely to be in relative poverty or lower paid work, that is women who make up 90% of single parent families, younger families, families from BME groups, families with a disabled member are more likely to be negatively affected. This holds true for all three options. It is likely that option 1 would have less negative impact than options 2 and 3.

All options could have a socio economic impact in the local community as some parents would no longer be able to work in local employment without affordable childcare, and in terms of option 3 closure, there might not be sufficient capacity in the private sector to provide childcare in the area, with a previous provider no longer operating. We do not have information of why usage OSC may have declined for example if increased cost have been factor.

Option 3 of OSC closure will result in redeployment through Switch for staff. This will affect women more than men because of workforce gender balance.

Assessment No	1219	Owner	abrown
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Gillian Hamilton - Chief Education Officer Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	Savings Option EDU11 – Statutory Consultation to alter arrangement for school transport
	The aim, objective, purpose and intended outcome of policy
	To undertake a statutory consultation on the proposal to alter arrangements for mainstream school transport, bringing it more in line with the safe walking distance to schools of 2 miles for primary and 3 miles for secondary schools.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Consultation with affected stakeholders - children and young people, parents and carers, staff, Parent Councils, local elected members, Strathclyde Partnership for Transport (SPT) and the Archdiocese of Glasgow of the Roman Catholic Church.

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

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

Children and young people who will attend our schools, but reside between 1 and 2 miles from their catchment primary school, or between 2 and 3 miles from their catchment secondary school. This proposed change in policy will also impact on parents and carers due to an increased financial pressure on households, and on school attendance.

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

West Dunbartonshire Council was required to undertake a statutory consultation under the terms of the Schools (Consultation) (Scotland) Act 2010 on the proposal to discontinue arrangements for the provision of transport for pupils attending catchment schools. Children and young people, parents and carers, staff, Trade Unions, Parent Councils of affected schools, Strathclyde Partnership for Transport (SPT), and the Archdiocese of Glasgow of the Roman Catholic Church will all be consulted as part of this process. Education Scotland provide an independent view and assessment of the process in their own report.

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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	Low income households.	Introducing this policy change would adversely affect low income households. Households would need to provide suitable clothing and footwear for walking longer distances to school.	Negative
Sex	Women/single parents; Priority group in terms of child poverty	Around 90% of single parents are women. They would be disproportionately affected by the introduction of this policy, as they would	Negative

		need to provide suitable clothing and footwear for walking longer distances to school. A greater number of single parent households would also have to manage the challenge of potentially getting children to multiple locations (ie one child at nursery, and one at primary school) each day.	
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief	We are required to provide access to denominational and non-denominational schools for children and young people living in our catchment areas.	The introduction of this change in policy would adversely affect choice of school, due to some non-denominational schools being easier to access than denominational schools.	Negative
Sexual Orientation			

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

The response to a previous statutory consultation in 2023 was negative, and highlighted impacts on equality groups as noted above. Changes were made to the policy in 2023 to make best use of the Under 22 Travel Pass instead of a local authority provided bus pass. The proposed changes would still impact equality groups negatively, but bring us in line with our statutory obligations.

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

The impact of the proposed changes will be monitored by schools on an ongoing basis, but the proposed changes bring us into line with our statutory obligations.

Q7 What is your recommendation for this policy?

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

EIA 1219: Introducing the proposed change to the school transport policy would adversely affect low income households, single parent households and may indirectly affect parental choice of denominational or non-denominational school. If introduced individual needs assessments will be considered to ensure equitable access to school for all.

Assessment No	1161	Owner	fkelly
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Claire Cusick Senior Education Officer Ellen Moran Principal Educational Psychologist Julie McGrogan Senior Education Officer Andrew Brown Senior Education Officer Alison Bowers Senior Education Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	EDU12 - Reduction in staff: Instrumental Music Service (IMS)
	The aim, objective, purpose and intended outcome of policy
	It is proposed that a saving of £30k could be achieved by reducing the number of IMS staff thus reducing the number of children engaged in one to one and group tuition from IMS tutors. The Council currently employs 10.6 instrumental music tutors. Tutors provide 336 hours per week of one-to-one and group learning to 1,014 children and young people.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	There has not been consultation yet as this savings option has not yet been agreed. If it goes ahead a period of consultation will be required to include but not confined to, Instrumental Music Tutors, Education Officers, Senior Education Officers, Education Support staff, Trade Unions, Finance Officers and HR Advisors.

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?

Primary and secondary pupils entitled to instrumental music tuition; and cultural and community experiences delivered through music. Children living in poverty whose families cannot afford to pay for music tuition.

Front line school staff who will not be provided with central support; Staff who will be made redundant with limited redeployment opportunities as a result of the organisation's downsizing.

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

There has not been consultation yet as this savings option has not yet been agreed. If it goes ahead a period of consultation will be required to include but not confined to, Instrumental Music Tutors, Education Officers, Senior Education Officers, Education Support staff, Trade Unions, Finance Officers and HR Advisors.

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

Specific group to consider	Needs	Evidence	Impact
Age	Tacking child poverty including reducing the cost of the school day.	This proposal is more likely to impact primary aged children as music tuition will still be offered to pupils undertaking SQA qualifications.	Negative
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	Reduction will disadvantage lower income families who would need to pay themselves	Lower income families are less likely to prioritise spend on music tuition.	Negative
Sex			
Gender Reassign			
Health			
Human Rights	Need to consider the UNCRC Articles 28, 29, 31.	There would be a very significant reduction in all schools' abilities to meet children's entitlement to instrumental music tuition and creative learning.	Negative impact
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			

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

The Council has a legal duty to balance its budget and is facing significant financial challenges. This proposal has been brought forward as part of work to balance the budget.

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

We will monitor impact of any changes through feedback from the teams involved, central monitoring and data analysis.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1161: Reducing IMS will adversely affect children in our schools, and their rights. The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. Almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.

Assessment No	1159	Owner	fkelly
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Gillian Hamilton - Chief Education Officer Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	EDU13 - Secondary School Common Senior Phase Timetable
	The aim, objective, purpose and intended outcome of policy
	Presently, we have 3 curriculum models running across 5 schools. This proposal would introduce a common model across all 5 schools, aligning the offer to young people and establishing a minimum class size of 12 for any course. This approach is presently on offer in a number of our neighbouring authorities, most notably East Renfrewshire Council, who have been running this successfully for a number of years. A common timetable would result in requiring fewer teachers to deliver it, as class sizes would be optimised. Not taking the full saving could result in increasing the offer of courses, providing a wider variety of options for our young people.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	There has not been consultation yet however there will be with Head Teachers, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff. A range of teaching and promoted teaching staff will be affected.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
All young people of secondary school age in West Dunbartonshire Council. A range of teaching and promoted teaching staff.
Who will be/has been involved in the consultation process?
There has not been consultation yet however there will be with Head Teacher's, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	The Council needs to be aware of how factors can interact.	Factors can and do combine to amplify the effects of income deprivation.	Some groups and combinations of groups may be more affected by reduced budgets.
Disability	The Council had a duty to make its services accessible to disabled people, including pupils. This is an anticipatory duty. We must seek to mitigate any negative impacts.	Families including families with children that have one or more disabled people in them are more likely to be income deprived.	Reduction may negatively impact on disabled pupils and their families. Pupils with disabilities may be less able to attend other schools to access the classes they wish to pursue.
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. 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	Negative Impact.

		relationships with a key adult.	
Sex			
Gender Reassign			
Health			
Human Rights	<p>The proposal will negatively impact on all children and young people including those with Protected Characteristics as noted above. Consideration of UNCRC Articles 28 and 29.</p>	<p>1. There will be less staff available in schools to support children and young people in overcoming the barriers their range of needs brings, when accessing education.</p> <p>2. There will be less staff available to provide additional support to multi-agency planning to meet the needs of those most at risk or in need of support.</p> <p>3. There will be less resources available to support staff who are faced with the challenges of children and young people who are disregulated or require alternative areas to learn away from the classroom.</p> <p>4. There will be less opportunity for the personal and professional development of our employees and our service due to increased class contact of Management teams.</p>	<p>The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.</p>
Marriage & Civil Partnership			

Pregnancy & Maternity			
Race	BME families are a priority group in terms of reducing child poverty and equity of educational experience.	People from BME groups are more likely to be income deprived.	Reduction may negatively impact on more on BME pupils their families. If considered in combination with other budget proposals, ie reductions to school transport, pupils from BME groups may be disadvantaged as they cannot afford to travel to attend alternative schools.
Religion and Belief	We are required to provide access to denominational and non-denominational schools for children and young people living in our catchment areas.	The introduction of this change in policy would adversely affect choice of school, due to some non-denominational schools being easier to access than denominational schools.	Negative.
Sexual Orientation			

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

This has been proposed as part of work to support the Council meet its legal obligation to set a balanced budget in a challenging financial period.

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

We will monitor impact of any changes on the rights of the child as a result of the reduced devolved school management funding via school visits, monitoring of Standards and Quality reports, ongoing consultation and interrogation of data, stakeholder feedback.

Monitoring will be carried out on a termly basis.

HR monitoring of range and demographic of staff potentially affected.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1159: This proposal was developed as part of the budget exercise. Reducing the number of teachers employed in our secondary schools will adversely affect children in our schools, and their rights. The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.

Assessment No	1160	Owner	fkelly
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Gillian Hamilton - Chief Education Officer Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	EDU14 - Secondary School Staffing
	The aim, objective, purpose and intended outcome of policy
	This proposal would see a reduction in the number of secondary school teachers, based on the number of young people enrolled in the school, but attending college or partner providers for part of their school week. In session 2024/25, we have approximately 600 young people attending college or partner providers for part of their school week (either 2 afternoons per week, or 4 afternoons per week for college - a small number of young people have different attendance patterns with partner providers). The number of young people attending partner providers can fluctuate each year, based on course uptake. Staffing is determined by school roll, but it is not reduced to account for the number of young people being educated elsewhere. This proposal would seek to reduce staffing accordingly. Based on current rolls with college and other partner providers, this would equate to 7.8 FTE, spread across 5 secondary schools.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	There has not been consultation yet however there will be with Head Teachers, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff. A range of teaching and promoted teaching staff will be affected.

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

All young people of secondary school age in West Dunbartonshire Council. A range of teaching and promoted teaching staff.

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

There has not been consultation yet however there will be with Head Teacher's, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	The Council needs to be aware of how factors can interact.	Factors can and do combine to amplify the effects of income deprivation.	Some groups and combinations of groups may be more affected by reduced budgets.
Disability	The Council had a duty to make its services accessible to disabled people, including pupils. This is an anticipatory duty. We must seek to mitigate any negative impacts.	Families including families with children that have one or more disabled people in them are more likely to be income deprived.	Reduction may negatively impact on disabled pupils and their families.

Social & Economic Impact	The council is committed to examining how these factors interact.	The numbers of children with additional support needs and the complexity of their needs has increased. Some children are adversely impacted by poverty. The nature of support required for children has intensified and requires more continuous and long term interventions. The most effective supports are based on those supported by significant relationships with a key adult.	Negative Impact.
Sex			
Gender Reassign			
Health			
Human Rights	The proposal will negatively impact on all children and young people including those with Protected Characteristics as noted above.	1. There will be less staff available in schools to support children and young people in overcoming the barriers their range of needs brings, when accessing education. 2. There will be less staff available to provide additional support to multi-agency planning to meet the needs of those most at risk or in need of support. 3. There will be less resources available to support staff who are faced with the challenges of	The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity

		children and young people who are disregulated or require alternative areas to learn away from the classroom. 4. There will be less opportunity for the personal and professional development of our employees and our service due to increased class contact of Management teams	Fund which will cease in 2026.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a priority group in terms of reducing child poverty.	People from BME groups are more likely to be income deprived.	Reduction may negatively impact on more on BME pupils their families.
Religion and Belief	We are required to provide access to denominational and non-denominational schools for children and young people living in our catchment areas.	The introduction of this change in policy would adversely affect choice of school, due to some non-denominational schools being easier to access than denominational schools.	Negative.
Sexual Orientation			

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

The Council is facing a significant financial challenge, and this proposal has been put forward as work to set a balanced budget as per legal obligations.

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

We will monitor impact of any changes on the rights of the child as a result of the reduced devolved school management funding via school visits, monitoring of Standards and Quality reports, ongoing consultation and interrogation of data, stakeholder feedback.

Monitoring will be carried out on a termly basis. HR monitoring of range and demographic of staff potentially affected.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1160: This proposal was developed to support the budget exercise. Reducing Secondary School Staffing will adversely affect children in our schools, and their rights. The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.

Assessment No	1429	Owner	andbrown
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	Savings Option EDU15 Senior Phase Transport
	The aim, objective, purpose and intended outcome of policy
	<p>Presently, we transport around 600 Senior Phase pupils per week to attend classes in other schools and colleges. The majority of these are by bus to West College Scotland in Clydebank, but a number are via taxi to neighbouring schools or other colleges in the Glasgow/Paisley area. Young people also attend college in Glasgow via Scotrail. Transport is provided to ensure that the young person arrives at the venue in time for class.</p> <p>This proposal presents four options to reduce our expenditure on Senior Phase transport by reducing our operating costs.</p> <p>Option 1 – saving of circa £67k Move Senior Phase transport that presently uses taxis to Internal Transport provision following the additional minibus/driver capacity introduced in 2025.</p> <p>Option 2 – saving of circa £37k Remove all return journeys, requiring all young people to travel home via public transport.</p> <p>Option 3 – saving of circa £22k Remove consortium return journeys only, meaning young people attending another school would travel home via public transport.</p> <p>Option 4 – saving of circa £15k Remove West College Scotland Clydebank return journeys only, meaning young people attending West College Scotland Clydebank Campus would travel home via public transport.</p>

	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Consultation with affected stakeholders - children and young people, parents and carers, staff, local transport providers and Strathclyde Partnership for Transport (SPT).

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?
Children and young people who will attend our schools but attend another school or one of our partner providers for one or more of their courses. This proposed change in policy will also impact on parents and carers due to an increased financial pressure on households, and on school attendance.
Who will be/has been involved in the consultation process?
Young people, school staff, partner provider staff, Strathclyde Partnership for Transport, local taxi providers and Internal Transport will be consulted in relation to 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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and			

intersectional impacts			
Disability	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	Low income households.	Introducing this policy change would adversely affect low income households. Households would need to provide suitable clothing and footwear for walking distances between pick up and drop off points.	Negative
Sex	Women/single parents; Priority group in terms of child poverty	Around 90% of single parents are women. They would be disproportionately affected by the introduction of this policy, as they would need to provide suitable clothing and footwear for walking distances to drop off or pick up points.	Negative
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	.		
Religion and Belief	We are required to provide access to denominational and non-denominational schools for children	The introduction of this change in policy would adversely affect choice of school, due to some non-denominational	Negative

	and young people living in our catchment areas.	schools being easier to access than denominational schools.	
Sexual Orientation			

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

Introducing this would see a change in the provision of transport for young people. Although there are some negative impacts noted above, some of these could be mitigated by the choice of provider of the alternative. This would reduce the impact on some equality groups but would not remove all negative impacts. Implementing this proposal would adversely affect attendance, which would affect UNCRC article 12 right to education.

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

The impact of introducing this change and the associated impact on course choice will be monitored by central officers and Head Teachers.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1429: Introducing the proposed change to the school transport policy would adversely affect low income households, single parent households and may indirectly affect parental choice of denominational or non-denominational school. It is recommended that the change proposed in the consultation is not introduced, but that savings are made in another way that does not affect equality groups.

Assessment No	1446
Strategic Team	EDU017 Budget
Lead Officer	Gillian Hamilton
Who else has been involved in developing this EIA	Claire Cusick Senior Education Officer Julie McGrogan Senior Education Officer Andrew Brown Senior Education Officer Alison Bowers Senior Education Officer Ellen Moran Principal Educational Psychologist

Title	Budget Option EDU17 Reduce Day and Residential School Budget
Description: (Provide a brief overview of the aims and objectives of this policy)	Reduce Day and Residential School Budget as a cost cutting measure The Context in which the proposals sit are the aims or requirements of GIRFEC, the Attainment Challenge UNCRC, Equality Act
Who have you engaged and consulted with as part of your	There has not been wider consultation yet however there will be with Head Teachers , WDC Parent Forum members, TU's, Staffing, Finance Officers and Education central staff. Internal discussions have taken place with Council finance and Human Resources Colleagues. Officer knowledge and work in the areas of Monitoring of Day and Residential budget trends, monitoring of ASN trajectory of needs, School visit feedback, meetings with HT's, Scottish Index of Multiple Deprivation (SIMD) Data, budgetary allocations has been used to inform the assessment.
Who will be affected by this proposal?	It is difficult to identify accurately how many children will be affected because it is dependent on children's needs at any given time. However, analysis of trends in recent years would indicate that it could be approximately 99 per year. Children and young people with significant or profound needs who could require specialist support to meet their needs. Families and carers of children and young people.

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 and viewed the guidance	No

Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.

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

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR) Human Rights Act/European Convention on Human Rights	Yes
Relevance to Health Impacts (H)	Yes
Relevance to United Nations Convention on the Rights of the Child (UNCRC)	Yes
Relevance to Social Economic Impacts (SE) or Fairer Scotland Duty (FSD)	Yes
Relevance to Scottish Consumer Duty (SCD)	Yes

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
Age	Crosscuts with UNCRC considerations for Children and Young People.	Crosscuts with impacts noted under UNCRC
Disability	<p>This proposal will limit options of providing the most appropriate support for our most severe and complex learners by reducing the availability of partner provider places.</p> <p>This is concluded from discussions with Educational Psychologists, Finance and central education staff</p>	<p>Service users</p> <p>Potentially more negative of disabled people and people and people with more complex needs</p> <p>Staff</p> <p>There will be an increased requirement on WDC staff available in schools to support</p>

	<p>between September 25 and January 2026</p> <p>2024 Pupil Census Data shows that West Dunbartonshire had the fourth highest proportion of pupils with additional support needs in Scotland at 45.7%. this compares to the Scotland figure of 40.5%</p> <p>Pupil census data for 2024 shows 615 out 15760 WDC pupils that is 3.9% being assessed as disabled. The Scotland figure was 2.8%.</p>	<p>children and young people in overcoming the barriers their range of needs brings, when accessing education.</p> <p>There will be a reduced range of availability to provide additional support via partners to those most at risk or in need of support.</p> <p>There will be less resources available to support staff who are faced with the challenges of children and young people who are dis-regulated or require alternative provisions to learn.</p> <p>There will be an increased demand for the personal and professional development of our employees and our service due to increased range of severe and complex needs of pupils which will need to be met.</p> <p>Reduction may negatively impact on disabled pupils and their families.</p>
Gender Reassign		
Marriage & Civil Partnership		
Pregnancy & Maternity		
Race		
Religion and Belief		
Sex		
Sexual Orientation		

This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Human Rights	<p>Protocol 1, Article 2: Right to education of the European Convention on Human Rights: A person has a right not to be denied access to the existing educational system.</p> <p>Article 14 non-discrimination is not free standing; it only works to protect people from different treatment in exercising their other Convention rights.</p>	<p>Reductions that effect service provision must do so in a non-discriminatory manner in terms of effects on different groups, unless this can be justified objectively: this crosscuts with Equality Act provisions.</p>
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This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Health	<p>Those in relative poverty rely more on Public services than those who are not. The links between financial stress and negative effects on mental health are well established</p>	<p>For pupils who have healthcare needs and require significant support, the reduction in partner provider provision will negatively impact options for supporting them.</p>
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This section must be completed if any there are any potential socio-economic impacts including but not limited to those covered by the Fairer Scotland Duty

Social & Economic Impact	<p>Those in relative poverty rely more on Public services than those who are not.</p> <p>The Council has focus on reducing child poverty including the cost of the school day.</p>	<p>Children and families as consumers of Council service will be negatively impacted.</p> <p>Partner organisations may be negatively affected</p>
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This section must be completed if any potential impact on children and young people up to the age of 18

United Nations Convention on the Rights of the Child	<p>United Nations Rights of The Child</p> <ul style="list-style-type: none"> • Article 3 Best Interests of the Child • Article 12 Respect for Views of the Child • Article 28 The right to an education 	<p>Negative impact in terms of provision of services to children and young people in terms of providing the best and most appropriate support to meet their needs.</p>
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This section must be completed in reference to the Scottish Consumer Duty

<p>Scottish Consumer Duty</p>	<p>Crosscuts with the other areas assessed</p> <p>Effects on consumers that is service users and Small and Medium Enterprises e.g. Partner organisations need to be taken into account.</p>	<p>Children and families as consumers of Council service will be negatively impacted.</p> <p>Partner organisations may be negatively affected</p>
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Consider cumulative impact of the proposal

<p>Cumulative and intersectional impacts</p>	<p>Examination by Council Officers from Education, Finance and HR have identified a range of impacts to the Council. children and families, and partner organisations.</p> <p>This proposal impacts all children and young people including all of those with protected characteristics.</p> <p>Negative impacts would be multiplied where children are members of more than one disadvantaged group.</p> <p>Any effect on extra-curricular activities needs to be taken into account.</p> <p>It is important that decision makers take account of how budget proposals may interact.</p>	<p>Will have a negative impact on income of partner providers</p> <p>Will result in increased demand for WDC specialist setting placements</p> <p>Increased demand on existing staffing to support needs/challenges of increased number of pupils remaining in WDC provisions</p> <p>Will increase challenge in meeting the needs of our most severe and complex learners and require ongoing professional learning and monitoring.</p> <p>Increased demand on staff to attend multi-agency planning meetings</p> <p>Increased demands of staff to undertake professional learning to develop knowledge and skills in meeting the range of learner needs</p> <p>Less availability of staff to provide the range of interventions to support children and young people in small group sessions, due to the increased demand to meet the needs of an increased number of pupils with severe</p>
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		<p>or complex needs.</p> <p>Less availability of staff to provide responsive and reactive 1-1 support for the increasing range of social and emotional challenges our children and young people face</p>
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

Through a range of evaluative processes including reviewing child's plans, school visits, dialogue with staff and partners and budgetary monitoring.

Summary of overall impact(s) of the proposal.

EIA 1446 details a range of potential impacts in section 2 of the record: There are general potential negative impacts in terms of provision to children and young people with reference to the UNCRC. There are potential negative impacts for all Equality Act Groups, which would magnified by membership of more than one disadvantaged group.

These impacts crosscut with Socio Economic position of services users, with more negative consequences for people from more deprived circumstances. The impacts crosscut with the Scottish Consumer Duty in terms of impacts on services users and any small partners organisations. There are negative impacts for WDC staff.

The negative impacts identified will not be removed, however some can be minimised by targeted use of existing and alternative resources and funding streams. However, it needs to be noted that all of these alternatives rely on the additional funding which is already stretched. This change is being proposed as the council needs to produce a balanced budget.

Name of the senior manager who has approved this assessment

Gillian Hamilton

Assessment No	1383	Owner	alison.bowers
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Alison Bowers - Senior Education Officer Andrew Brown - Senior Education Officer Claire Cusick - Senior Education Officer Julie McGrogan - Senior Education Officer Ellen Moran - Principal Educational Psychologist
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	EDU19 - Reduction in management funding for ELC provision
	The aim, objective, purpose and intended outcome of policy
	Currently all primary school settings that have an early learning and childcare provision are provided with some specific funding from the ELC budget to support with the management of their ELC provision. 6 settings are provided with this management funding but additionally have a full time Principal Teacher for Early Years with a remit of overseeing and supporting in the management of the ELC provision. Under this proposal those settings who have an allocated Principal Teacher for Early Years would no longer receive the additional management funding. This would result in a reduction of monies available to purchase 0.2fte to facilitate management cover for these settings.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	ELC Central Team service

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

Service users of 6 Education settings.
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Who will be/has been involved in the consultation process?

Chief Education Officer, Senior Education Officers, Principal Educational Psychologist and Finance.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	Impact on services which are already undergoing financial and staffing change could impact on the quality of provision offered to children in low income households.	Less funding will be made available to managers to assist them in managing the service and maintaining high quality for all service users.	Negative.
Sex		Women are more reliant on public services in general Women make up 90% of single parent household heads	Potentially more negative for women as services if their families are negatively affected
Gender Reassign			
Health			
Human Rights	UNCRC Article 28 - Children's right to an education. The quality of children's education could reduce due to reduced finances for resources.	This could have an impact on the quality of provision within these ELC settings.	Potentially negative impact in terms of outcomes for children.
Marriage & Civil Partnership			

Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
The Council is facing a significant financial challenge and has a duty to set a balanced budget. This proposal is being brought forward as part of the budget process.
Will the impact of the policy be monitored and reported on an ongoing basis?
ELC Central team will monitor impact on service provision.
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 1383: Negative impact on services which are already undergoing financial and staffing change could impact on the quality of provision offered to children in low income households.

Assessment No	1430	Owner	andbrown
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer
Members	Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Savings Option EDU20 - Reduction in Temporary Teaching Posts		
	The aim, objective, purpose and intended outcome of policy		
	<p>Each year, in order to cover a wide variety of circumstances, we deploy within our available budget a number of temporary teaching posts to alleviate pressure points within the system. This also ensures we meet conditions placed upon us by Scottish Government.</p> <p>Our pupil roll is declining in West Dunbartonshire, and it is proposed the temporary teaching posts are reduced by five to reflect this. This would make our numbers align more closely with our pupil/teacher ratio.</p>		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	There has not been consultation yet however there will be with Head Teachers, TUs, Staffing, Finance Officers and Education central staff. A range of teaching staff will be affected.		
Does the proposals involve the procurement of any goods or services?		Yes	
If yes, please confirm that you have contacted our procurement services to discuss your requirements.		Yes	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			

All young people of secondary school age in West Dunbartonshire Council. A range of teaching and promoted teaching staff.

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

There has not been consultation yet however there will be with Head Teacher's, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	The Council needs to be aware of how factors can interact.	Factors can and do combine to amplify the effects of income deprivation.	Some groups and combinations of groups may be more affected by reduced budgets.
Disability	The Council had a duty to make its services accessible to disabled people, including pupils. This is an anticipatory duty. We must seek to mitigate any negative impacts.	Families including 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. Some children are adversely impacted by poverty. The nature of support required for children has intensified and requires more continuous and long term interventions. The most effective supports are based on those supported by significant relationships with a key adult.	Negative Impact.
Sex			

Gender Reassign			
Health			
Human Rights	The proposal will negatively impact on all children and young people including those with Protected Characteristics as noted above.	1. There will be less staff available in schools to support children and young people in overcoming the barriers their range of needs brings, when accessing education. 2. There will be less staff available to provide additional support to multi-agency planning to meet the needs of those most at risk or in need of support. 3. There will be less resources available to support staff who are faced with the challenges of children and young people who are disregulated or require alternative areas to learn away from the classroom. 4. There will be less opportunity for the personal and professional development of our employees and our service due to increased class contact of Management teams	The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.
Marriage & Civil Partnership			
Pregnancy & Maternity			

Race	BME families are a priority group in terms of reducing child poverty.	People from BME groups are more likely to be income deprived.	Reduction may negatively impact on more on BME pupils their families.
Religion and Belief	We are required to provide access to denominational and non-denominational schools for children and young people living in our catchment areas.	The introduction of this change in policy would adversely affect choice of school, due to some non-denominational schools being easier to access than denominational schools.	Negative.
Sexual Orientation			

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

Council is required to deliver a balanced budget. Reducing the number of teachers employed in our schools will have a direct impact on the support offered to our young people and the breadth of courses offered. There is a risk that this would narrow the curriculum offer.

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

We will monitor impact of any changes on the rights of the child as a result of the reduced devolved school management funding via school visits, monitoring of Standards and Quality reports, ongoing consultation and interrogation of data, stakeholder feedback.

Monitoring will be carried out on a termly basis. HR monitoring of range and demographic of staff potentially affected.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1430: This proposal was developed to support the budget exercise. Reducing School Staffing risks adversely children in our schools, and their rights. The negative impacts identified will not be removed.

Assessment No	1450	Owner	jmgrogan
Resource	Transformation	Service	Education, Learning & Attainment
	FirstName	Surname	Job Title
Head Officer	Julie	McGrogan	Senior Education Officer

Members	Gillian Hamilton - Chief Officer - Education, Julie McGrogan- Senior Education Officer, Andrew Brown - Senior Education Officer, Claire Cusick - Senior Education Officer, Alison Bowers - Senior Education Officer, Ellen Moran - Principal Educational Psychologist, Kirsty Connor - Staffing Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	Roll related Clerical Hour Allocation (Saving Option EDU23)
	The aim, objective, purpose and intended outcome of policy
	Given school rolls have declined in many schools, an audit of clerical hours compared with pupil rolls is proposed to ensure provision properly reflects need. The aim of the audit is to identify locations where clerical allocation can be reduced or requires to be increased.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Education officers, staffing team and HR. Consultation with Trade Unions has been undertaken on previous reviews and will be undertaken as part of the review process. Representatives with experience of admin in school offices have also been involved in discussions during the development of the proposal as have Head Teachers.

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
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Who will be affected by this policy?

Employees

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

Officers, Employees, 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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact			
Sex	We need to consider any differential impact for example because of composition of the affected workforce in terms of sex.	Due to workforce composition, changes are likely to affect women more than men. Women in Scotland are more likely to be income deprived than men.	Due to composition of workforce, women will be more disproportionately impacted by any change which impacts roles.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

Council is required to set a balanced budget

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

Q7 What is your recommendation for this policy?

Introduce

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

This proposal was developed to support the budget exercise. Due to workforce composition, changes are likely to affect women more than men. Consultation would be undertaken with employees and TUs if implemented.

Assessment No	1307	Owner	cmckay
Resource	Regeneration, Environment and Growth	Service	HE Budget
	FirstName	Surname	Job Title
Head Officer	John	Kerr	Housing Development and Homelessness Manager

Members	Joanne Sutherland - Homeless and Housing Options Co-ordinator Shari Law - Team Leader
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	HE01 Cessation Temporary Accommodation Rotation Budget Saving
	The aim, objective, purpose and intended outcome of policy
	Under this option the plan to rotate and retire 10 temporary accommodation units returning them back into mainstream use, some of which have been used between 4 and 10 years would be postponed for 2026/27. To carry out the rotation would cost £1,000 per property therefore but delaying these would save £10,000. This would not be recurring as the planned activity would be reprofiled into 2027/28.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	None.

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	No

Who will be affected by this policy?

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

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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.

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

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

Q7 What is your recommendation for this policy?

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

Screening 1307: The proposal has been screened. An impact assessment is not required as there is no impact on service level, service users or staff.

Assessment No	1351	Owner	smclelland
Resource	Regeneration, Environment and Growth	Service	HE Budget
	FirstName	Surname	Job Title
Head Officer	Nicola	Pettigrew	Housing Operations Manager

Members	Nicola Pettigrew, Housing Operations Manager Peter Barry, Chief Officer, Housing
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	HE02 - Reduce CCTV Team
	The aim, objective, purpose and intended outcome of policy
	General Services Saving option for consideration - Option 1 Delete 1 x post of CCTV Operative Option 2 Delete 2 x CCTV Operative
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Housing Operations Manager Chief Officer, Housing Police Scotland with regards to increasing their contributions towards the operation of the CCTV service, however no additional funding has been secured to date but will be subject to ongoing discussions. Police Scotland have confirmed that there is a national review of funding provision to all Scottish Local Authorities underway.

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?
CCTV operatives Internal and external services and partners who utilise CCTV: Housing, ASB, Education, Greenspace, Assets, Roads, Communities, Police Scotland, SFRS, WDTRO, TRAs and Community Council reps.
Who will be/has been involved in the consultation process?
If decision made to progress, consultation and update would be carried out with the post holder/s in the (CCTV) 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.

Specific group to consider	Needs	Evidence	Impact
Age	All age groups could be negatively impacted with this saving as CCTV network operates throughout WDC to support prevention/detection of crime and support residents of all ages to feel safe in their communities.	<p>According to the 21/22 Scottish Crime and Justice Survey (SCJS) at the Scotland level people aged 16-21 were more likely to be victims of crime than other age groups.</p> <p>Those over 60 were less likely to be victims of crime.</p> <p>A Fairer Scotland for Older People: Framework for Action. Older people want: "Opportunities to remain actively engaged with, and involved in, their communities" .</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	<p>If loss of a post resulted in a less effective service then there could be negative consequences for younger people if they are currently benefiting from use of the system. However, should be recognised that all age groups can be disadvantaged if CCTV service is reduced, as there is a direct impact on prevention / detection of crime/ASB, which supports residents feeling safe in their communities.</p> <p>This could result in decreased levels of satisfaction of residents feeling safe in their community.</p>
Cumulative and	It is important that there is a focus on prevention and	People can simultaneous be members of more than	Loss of CCTV Worker/s would pose a risk in

<p>intersectional impacts</p>	<p>detection of criminal activity and ASB within communities.</p> <p>This is supported with a modern and efficient CCTV network provision.</p>	<p>one disadvantaged or advantaged group, which can multiply negative or positive outcomes.</p> <p>The Scottish Crime and Justice Survey (SCJS) estimated that 40% of all crimes (as defined by the SCJS) were reported to the police in 2019-20.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	<p>terms of missed opportunities for the prevention and detection of crime and ASB activity.</p> <p>This could result in decreased levels of satisfaction of residents feeling safe in their community.</p> <p>Loss of a CCTV Worker/s to help address timeously any operating issues of CCTV provision. This could pose a risk in terms of missed opportunities for the prevention and detection of crime and ASB activity. Resulting in residents feeling unsafe within their communities and impacting on social isolation.</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>According to the 21/22 Scottish Crime and Justice Survey (SCJS) at the Scotland level disabled people were less likely to feel safe than non-disabled people.</p> <p>Disabled people were more likely to victims of crime than non disabled people.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which</p>	<p>Loss of opportunity for prevention and detection of crime and ASB within communities. This could result in increased levels of social isolation for this protected group due to loss of opportunities to engage with CCTV worker/s on CCTV development. This could also lead to social isolation due to feeling of</p>

		<p>were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry out specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	<p>being unsafe in their communities.</p>
<p>Social & Economic Impact</p>	<p>It is important that there is a focus on prevention and detection of criminal activity and ASB within communities.</p> <p>This is supported with a modern and efficient CCTV network provision.</p>	<p>According to SCJS 21/22 at the Scotland level those living in the most deprived 15% SIMD areas were more likely than those on other areas to experience crime.</p> <p>Involved, organised and empowered communities have greater economic and social strength.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry out specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	<p>Loss of the post/s is likely to result in delays to operational CCTV issues being dealt with timeously. This could negatively impact on wider community in terms of loss of feeling safe in their communities. The loss of post/s could also impact on timeous responses to fix any operational issues with CCTV, which could result in increased crime/ASB, loss opportunity to prevent/detect behaviours.</p>
<p>Sex</p>	<p>We need to consider any differential impacts between sexes.</p>	<p>At the Scotland level the SCJS 21/22 reported that women felt less safe than men 63% v 90% walking alone in the dark.</p> <p>Citizens Panel data</p>	<p>Missed opportunities for the prevention and detection of crime and ASB activity. Resulting in residents feeling unsafe within their</p>

		<p>from 2023 showed little difference between women and men in perceptions of how good an area WD was to live into</p> <p>Engagement in community activities varies across age and gender.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p> <p>As only one post is affect directly there would be a differential impact in terms of sex.</p>	<p>communities and impacting on social isolation.</p>
<p>Gender Reassign</p>	<p>Those undergoing or who have undergone gender reassignment can be particularly excluded from social and in civil society.</p>	<p>Evidence suggest that trans people can be more socially isolated and more at risk of discrimination.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times</p>	<p>Missed opportunities for the prevention and detection of crime and ASB activity, creating increased social isolation for this group due to feelings of lack of safety in communities.</p>

		23/24, and provided 449 evidence packages for court purposes.	
Health	<p>It is important that there is a focus on prevention and detection of criminal activity and ASB within communities. This is directly supported with an efficient and modern CCTV network provision.</p> <p>Being Article 10) and the right to education (Article 2 of Protocol No. 1). 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.</p>	<p>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).</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	<p>A less effective service could lead to negative consequences for the mental health of members of the community for example in terms of feeling safe, timeous responses to any operating issues of CCTV.</p>
Human Rights	<p>It is important that there is a focus on prevention and detection of criminal activity and ASB within communities. This is supported by a modern and efficient CCTV network provision.</p> <p>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) Its is important that</p>	<p>In practice Human Rights and Children's Rights cross cut often with equality considerations and the others addressed in our assessments.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV</p>	<p>A less effective service could result in negative consequences in terms of being able to support peoples human rights.</p>

	potential impact for children and young people is considered.	enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.	
Marriage & Civil Partnership			
Pregnancy & Maternity	This area cross cuts with consideration under sex	<p>This area cross cuts with sex</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	This area cross cuts with sex.
Race	All protected groups could be impacted with this saving.	<p>People from BME groups are more likely to experience hate incidents than people from white ethnic groups.</p> <p>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.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p>	Missed opportunities for the prevention and detection of crime and ASB activity. This could result in group feeling unsafe in their communities and increasing social isolation.

		<p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	
Religion and Belief	<p>We need to consider any differential impact in terms of religion and belief.</p>	<p>Whilst Race and religion are distinct categories there is some cross over in terms of visibility, or perceived religion of certain people. We also need to consider and impact of dealing with sectarian incidents.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.</p>	<p>Missed opportunities for the prevention and detection of crime and ASB activity as above.</p>
Sexual Orientation	<p>We need to consider any differential impacts between sexual orientations.</p>	<p>LGB people are more likely to suffer harassment linked to sexual orientation than heterosexual/straight people.</p> <p>In 23/24 CCTV service highlighted and reported 1232 incidents via our CCTV monitoring, which were raised with police for action.</p> <p>The CCTV Team were</p>	<p>Missed opportunities for the prevention and detection of crime and ASB activity. Resulting in residents feeling unsafe within their communities and impacting on social isolation.</p>

		also requested by Police Scotland to carry our specific CCTV enquiries 576 times 23/24, and provided 449 evidence packages for court purposes.	
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Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

It is recognised that there would likely be a negative impact for the protected groups detailed above, with tenants and residents feeling dissatisfaction with the management of their neighbourhoods, with potential links to increased feelings of social isolation due to safety concerns in their communities.

The Council continues to be facing significant financial challenges and has a legal obligation to balance its budget.

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

Yes. There will require to be ongoing quarterly updates to the UK Government to update on the positive outcomes achieved from the upgrading of the CCTV network which is being delivered via the UKSP funds secured of £681,172.

There are also KPI returns that are provided as part of the Housing Delivery Plan around CCTV, namely under, Objective 1. Our neighbourhoods are safe, resilient and inclusive, specific returns on (a) Number of incidents directed to Police by Public Space CCTV team, (b) % of Public Space CCTV cameras that are operational, a 3rd KPI could also be impacted due to loss of opportunity to detect/prevent ASB and gather evidence via operational CCTV (c) % of anti-social behaviour cases resolved.

Q7 What is your recommendation for this policy?

Introduce

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

Removal of this post would have anticipated negative impact people with the protected characteristics noted in section 2 of the impact assessment for example women, younger people, trans people.

If decision is taken to remove the post, there would be a differential impact in terms of sex as there is only one person in the post; further support and discussions will be required to be undertaken with existing post holder to explore options

Further discussions will also be required to be undertaken with wider CCTV team, internal and external services/partners in terms of what duties will no longer be provided.

Assessment No	1444
Strategic Team	PT Budget
Lead Officer	Arun Menon
Who else has been involved in developing this EIA	Arun Menon, Business Support Manager Richard Butler, Section Head Corporate Administration Support

Title	PT01 Move Management of Leadership Support to CAS
Description: (Provide a brief overview of the aims and objectives of this policy)	This option, would reduce the requirement for a Grade 6 post to manage Leadership Support by 1 FTE. This would impact on the capacity of Team Leaders in CAS given the increase in line management responsibility, a review of tasks undertaken by Leadership Support could identify opportunities for digital solutions that may help to mitigate this change in capacity given the introduction of M365.
Who have you engaged and consulted with as part of your	P&T Management
Who will be affected by this proposal?	The proposal realigns the Leadership Support Team with CAS, as their duties closely overlap with CAS Team Leaders. Tasks can be transferred to reduce the number of supervisory roles required, and the use of M365 meeting transcription will streamline work further. The change supports the Strategic Operating Model by freeing capacity within Democratic Services for wider structural changes, enabling additional teams and posts to be reviewed and potentially redesigned or removed.

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 and viewed the guidance	No

Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.

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

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR) Human Rights Act/European Convention on Human Rights	No

Relevance to Health Impacts (H)	No
Relevance to United Nations Convention on the Rights of the Child (UNCRC)	No
Relevance to Social Economic Impacts (SE) or Fairer Scotland Duty (FSD)	Yes
Relevance to Scottish Consumer Duty (SCD)	No

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
Age	No evidence of relevance	neutral
Disability	Disabled people are more likely to experience discrimination in the workplace.	Council policies provide a framework for employees to be supported and for reasonable adjustments to be made and recorded as part of a disability passport.
Gender Reassign	No evidence of relevance	neutral
Marriage & Civil Partnership	No evidence of relevance	neutral
Pregnancy & Maternity	No evidence of relevance or impacts	neutral
Race	No evidence of relevance	neutral
Religion and Belief	No evidence of relevance	neutral
Sex	The change will affect one member staff directly.	Given that only one member of staff will be affected, there would be a differential impact in terms of sex.
Sexual Orientation	No evidence of relevance	neutral

This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Human Rights	No evidence of relevance	neutral
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This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Health	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.
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This section must be completed if any there are any potential socio-economic impacts including but not limited to those covered by the Fairer Scotland Duty

Social & Economic Impact	Employees affected by this policy may be impacted financially.	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.
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This section must be completed if any potential impact on children and young people up to the age of 18

United Nations Convention on the Rights of the Child		
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This section must be completed in reference to the Scottish Consumer Duty

Scottish Consumer Duty		
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Consider cumulative impact of the proposal

Cumulative and intersectional impacts	No evidence of relevance or impacts	neutral
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

Summary of overall impact(s) of the proposal.

EIA 1444: Given that only one member of staff will be affected, there would be a differential impact in terms of sex. Employees are supported through the switch process.

Name of the senior manager who has approved this assessment

Victoria Rogers

Assessment No	1392	Owner	amenon
Resource	Transformation	Service	Budget P and T
	FirstName	Surname	Job Title
Head Officer	Arun	Menon	Business Support Manager

Members	Arun Menon and Victoria Rogers
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	PT10 - Savings opportunity by passing charges for Disclosure Scotland checks to employees
	The aim, objective, purpose and intended outcome of policy
	<p>The Disclosure Scotland Act 2020 has resulted in increased charges for PVG applications, due to the new regulated role resulting in an increase in the number of posts within the Council and our associated Committees which now fall within this requirement, as well as the new fee structure introduced. At least one of the options introduces full cost recovery of Disclosure Scotland fees.</p> <p>New Categories:</p> <ol style="list-style-type: none"> 1. Level 1 Disclosure: Aimed at individuals applying for jobs where a basic criminal record check is required. 2. Level 2 Disclosure: For roles that require a more detailed background check, including specific checks for roles such as solicitors and financial responsibility. 3. Level 2 with Barred List Check: For specific activities such as adoption. 4. PVG Scheme Membership: Remains the membership scheme for roles working with children or protected adults. It is a legal requirement to join the scheme for individuals undertaking a regulated role. 5. There are also general administrative fees such as Countersignatory fees. <p>Two options are being considered by officers and included within this paper. The first option proposes passing the costs to all applicants, whilst the second proposes passing the costs only to those above Grade 5 and equivalent Teacher grades. All options have been modelled on the outturn for 2023/24. So, whilst the exact numbers are unknown, the approach adopted will give elected members a sense of cost.</p>

	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Chief Officers, Strategic HR

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
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 and prospective employees/applicants.
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.

Specific group to consider	Needs	Evidence	Impact
Age	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Younger people, (under 30) are more likely to be income deprived than older people The Council's age profile confirms that the highest percentage of employees remain clustered in the age groups 50-59.	Payment for checks may be less affordable for younger people.

<p>Cumulative and intersectional impacts</p>	<p>It is good practice to consider intersectionality.</p>	<p>Effects of proposals, positive or negative, may be multiplied being a member of more than one affected group.</p>	<p>Being for example from a BME group, being a woman and either being disabled or having a disabled person in the household could be a multiplying factor.</p>
<p>Disability</p>	<p>The Council must make reasonable adjustments for members of staff.</p>	<p>Disabled people are more likely to be unemployed than non disabled people; a potential barrier is created by shifting expense onto job applicants. The Council's disability profile confirms 1.38% of employees have declared a disability.</p> <p>Disabled people are more likely to be in relative poverty compared to non disabled people.</p>	<p>Payment for checks may be less affordable for disabled people.</p>
<p>Social & Economic Impact</p>	<p>The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.</p>	<p>Unemployed job candidates There is a potential for a negative effect in terms of jobseekers generally and since people from BME backgrounds, younger people, and disabled people are more likely to be unemployed these groups may be potentially adversely effected, because of a reduced ability to pay for disclosure checks.</p> <p>Reduction in anticipated income for some employees may result in disposable income being reduced and</p>	<p>This policy will have a financial impact on staff given they will need to bear the cost of the Disclosure Scotland checks.</p>

		having a reduced amount to spend in the economy	
Sex	The council needs to consider differential impacts.	Women are more likely to be income deprived and/or in relative poverty than men. Workforce profile concludes 71% female and 29% male. The gender split is not readily available for this group of applicants but it is safe to assume this proposal is likely to impact females greater than males given the role profiles impacted by the policy.	Passing of the charges to applicants, be it current or the increased rates, is likely effect more women than men based on the roles and services in scope.
Gender Reassign			
Health	The council has duty of care toward all of its workers, and in terms of the Public Sector Equality Duty.	Reduction in anticipated income for some employees may contribute towards poor health outcomes.	Unlikely to have a significant impact on health.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	The council needs to consider differential impacts.	People from most BME groups are more likely to unemployed than non BME people; a potential barrier is created by shifting expense onto job applicants. Most BME groups people are more likely to be in relative poverty compared to non BME groups.	Payment for checks may be less affordable for people from some BME groups.

Religion and Belief			
Sexual Orientation			

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. This policy may have a negative impact on employees given the socio economic impact assessed above, however it is recommended for implementation due to the significant financial challenge the Council which means covering the cost is no longer sustainable. In mitigation, fees for new employees could be taken from new employees first or later pay. This is an approach which has been adopted by some other Local Authorities including East Dunbartonshire Council.

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

No

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1392: While there are potential impacts on certain groups, particularly disabled people, women and BME people, and the introduction of this policy could make it difficult for the Council to recruit, there are mitigations which have been considered to minimise the impact.

In mitigation for both options fees for new employees could be taken from new employees first pay or later pay. Restricting to grade 5 and above may reduce negative impacts. The Public Sector Finance Manual sets out that fees should be set at full cost recovery.

Assessment No	1369	Owner	lhastings
Resource	Transformation	Service	Budget P and T
	FirstName	Surname	Job Title
Head Officer	Victoria	Rogers	Chief Officer - People and Technology

Members	Louise Hastings, Strategic People and Change Manager Victoria Rogers, Chief Officer People and Technology
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	PT11 Reduce Corporate Training Budget
	The aim, objective, purpose and intended outcome of policy
	Unallocated budget apart from £5k per year would be removed. Reducing the training budget will mean that we cover corporate requirements only in terms of I-learn system, hosting, subscriptions and management pathways. This will mean reduced ability to support redeployment through SWITCH of displaced employees.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Victoria Rogers, Chief Officer People and Technology Louise Hastings, Strategic People and Change Manager

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	No

Who will be affected by this policy?
All employees
Who will be/has been involved in the consultation process?

Victoria Rogers, Chief Officer People and Technology
 Louise Hastings, Strategic People and Change Manager

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

Specific group to consider	Needs	Evidence	Impact
Age	The Council has an ageing workforce and Council employees typically have a long length of service.	49% of employees have 10+ years service. Older employees are more likely to have some impairments, such as hearing loss or sight loss.	Negative, employees may not be able to access the same level of support in relation to training or gaining new qualifications. Older employees could be impacted due to workforce demographics.
Cumulative and intersectional impacts			
Disability	The Council has a duty to ensure that disabled members of staff can access training and development.	Current iLearns are not fully accessible to people with a range of impairments including vision loss or hearing loss. Removal of face to face training, will affect all staff, however the interactivity and flexibility of such training in terms of delivery does provided advantages over our iLearn modules for disabled people especially.	We can put adjustments in place to enable employees to access the Learning material. This could include support from a colleague to work through content so it could be accessed through. Where possible we will utilise text to speak as a tool also.

Social & Economic Impact	Employees in front line delivery roles make up a significant portion of the workforce and can be impacted by organisational change.	Approx 59% of workforce are G5 or below.	Negative: Employees in lower graded posts may not be easily able to access training/funds to re-qualify in different roles without the support of the corporate training budget.
Sex	The workforce is predominately female.	74% of workforce is female.	As a result of the workforce demographic, a bigger proportion of female employees may have less access to training/funds to re-qualify in different roles without the support of the corporate training budget.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

The Council is facing a significant financial challenge and has a legal obligation to balance its budget. Support would still be provided to employees within corporate offering and through partnership with PACE (UK Govt.) if appropriate.

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

Yes, redeployment is reported to committee annually.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1369: There could be potentially more negative impact on female workers as a greater number of our workers are female. Older workers who are redeployed for health reasons may also be affected. In terms of disabled workers we would mitigate impacts by continuing to provide adjustments. Support would continue to be provided to employees within corporate offering and through partnership with PACE (UK Govt.) if appropriate.

Assessment No	1411	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin - Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01 - Review of External Funding -WDCVS
	The aim, objective, purpose and intended outcome of policy
	A reduction or removal in voluntary grant funding provided to West Dunbartonshire Community & Volunteering Services (WDCVS) who administer Voluntary Grant funding on behalf of the Council. This funding total of £75,000 covers social transport at £50,000 and play schemes and running costs at £25,000. Consideration will be given to either fully remove or reduce this funding in 2026/27 or on a phased basis over a number of years.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Senior Council staff and the Budget Working Group have been consulted on the development of the option.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
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.
Who will be/has been involved in the consultation process?

WDCVS have been notified of the potential reduction in funding subject to Council approval.

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

Specific group to consider	Needs	Evidence	Impact
Age	Relevant as funding is provided across a wide range of community groups and age ranges.	Funding is provided to cover social transport, play schemes and running costs. Also funding for people with asbestos related diseases.	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 also helps support play schemes and running costs.
Cumulative and intersectional impacts	It is important that the Council considers how impacts may interact.	People who are members of more than one disadvantaged group are more likely to be impacted.	Negative affects may be cumulative.
Disability	Relevant as funding is provided across a wide range of community groups who support a wide range of groups requiring support potentially including disability groups.	The service may provide support to community groups with a specific focus on disabilities through the funding levels provided.	Reduction in funding will negatively affect the amount that WDCVS can provide to Community groups who apply to them for financial support. These groups are wide ranging and the funding to help

			support social transportation.
Social & Economic Impact	The Council must have due regard to the Fairer Scotland Duty in terms of Social Economic impacts and the statutory guidance.	The service acts to provide funding for social transport, play schemes and running costs	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	See under 'disability' and cumulative and cross cutting impacts	See under 'disability' and cumulative and cross cutting impacts	See under 'disability' and cumulative and cross cutting impacts
Gender Reassign			
Health	See under 'disability' and cumulative and cross cutting impacts	WDCVS Administers the annual Health and Well being Fund, with representation from the Council and HSCP See under 'disability' and cumulative and cross cutting impacts	See under 'disability' and cumulative and cross cutting impacts
Human Rights	United Nations Convention on the Rights of the Child	Cross cuts with age provides both services and participation opportunities to Children and young people	Cross cuts with age Potentially less 'provision' of services and 'participation' opportunities.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	See under 'disability' and cumulative and cross cutting impacts	See under 'disability' and cumulative and cross cutting impacts	See under 'disability' and cumulative and cross cutting impacts

Religion and Belief			
Sexual Orientation			

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 basis?

No

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1411: The recommendation has been reached by considering the role of WDCVS in administering voluntary grant funding on the Council's behalf and the absence of detailed demographic or usage data, which limits the ability to fully quantify the impacts. The £75,000 funding supports social transport (£50,000) and play schemes and running costs (£25,000). Any reduction or removal of this funding is likely to negatively affect a wide range of community groups, including those supporting people with health conditions, women, disabilities, children, BME groups, and families who rely on accessible activities and transport. WDCVS work has a role in fostering good relations in the area.

As with other external funding proposals, larger or immediate reductions would be expected to produce greater negative impacts on community organisations' capacity, with potential knock-on effects for participation, inclusion, and access to community services. Although this funding is non-statutory, it must still be impact assessed under the Public Sector Equality Duty in Scotland. Given the lack of new usage information, this assessment draws on the nature of the services funded and learning from previous years to identify the likely areas of disproportionate impact.

Assessment No	1412	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin - Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01 - Review of External Funding - Y Sort It
	The aim, objective, purpose and intended outcome of policy
	<p>The aim is to assess the impact on services by either fully removing or reducing the grant funding provided to Y Sort It.</p> <p>Y Sort It, engage with young people in a variety of ways, including the provision of issue based workshops, personal development, group work, support to achieve accreditation, and assist the development of healthy lifestyles and facilitate participation in community projects. Funding provided is £87,820.</p> <p>In addition, education specific funding of £76,000 is provided - Care connections and community mentoring supports for children and young people who are care experienced. Supports out of school learning and mentoring.</p> <p>Consideration will be given to either fully remove or reduce this funding in 2026/27 or on a phased basis over a number of years.</p>
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Senior Council staff and the Budget Working Group have been consulted on the development of the option.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes

Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

Y Sort-It delivers a young person led service, providing opportunities for young people and inspiring them to reach their full potential. This is a youth friendly social space for young people facilitating access to youth group activities and learning opportunities. This includes a weekly programme of support groups, group work sessions in the Y Sort-It Youth Centre and other relevant outreach locations. The service will be open access and available to any young person aged 5–25 years and a resident within West Dunbartonshire. However, to meet the varying needs of young people living in West Dunbartonshire consideration will be given to those people who are harder to reach, to ensure that they have equal opportunity of access. This will include specific provision for those that are the following: • LGBT Youth; • Those at risk or vulnerable to anti-social behaviour or organised crime; • Young Carers / Young Adult Carers; • Looked after Care Experienced young people; • Those at risk or vulnerable to substance misuse

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

Y Sort It have been notified of the potential reduction in funding subject to Council approval.

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

Specific group to consider	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	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. •	Y Sort-It engages with young people in a variety of ways. This includes the provision of issue based workshops, personal development, group work, support to achieve accreditation, and assist the development of healthy lifestyles

	<p>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 the need for support to remain active and healthy; enjoying economic opportunity and security and being connected, respected and able to contribute to their communities.</p>	<p>227 pupils in the additional support needs schools in West Dunbartonshire. Of these 3,549 are considered to be living in households affected by poverty. This represents 23.4% of the population in the 0-16 year's age group. This is 3%age points higher than the average in Scotland. In 2021, there was 334 'looked after' children. In addition, statistics provided by Skills Development Scotland show that the proportion of school leavers in a positive destination in West Dunbartonshire (91%) is lower than the equivalent proportion for our neighbours in the Greater Glasgow and Clyde NHS (GGandC NHS) area (95.8%) and Scotland (95.5%). Similarly the participation rate in West Dunbartonshire (90.8%) compares unfavourably with the GGC NHS area (92.4%) and Scotland (92.2%). Furthermore, 7.2% of the population in the 16- 25 years age group are claiming out of work benefits.</p>	<p>and facilitate participation in community projects. Y-sort it receives funding 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 removing or reducing grant funds will have a negative effect on their ability to deliver services.</p>
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		This compares unfavourably with Scotland, where the figure is 4.6% and Great Britain with a figure 4.8%.	
Cumulative and intersectional impacts	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	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 Y Sort It can provide to individuals who look to them to provide a service.
Social & Economic Impact	West Dunbartonshire has one of the highest proportion of young carers by local authority area. Higher proportions of young people have caring responsibilities in areas of higher deprivation and lower income. Research tells us that young carers are more common in families with unemployed parents or low incomes. This is cross cutting with other areas such as LGBT and homelessness	Scotland's 2011 Census data.	Removal of funding for an organisation that provides support to young people may have an adverse impact on their economic wellbeing particularly if no other supports are available.

Sex	Need to assess economic and social impacts varying by sex	Women head 90% of single parent families in Scotland. Single parent families are more likely to be in relative poverty.	Any reductions in services may have more of an impact on women as heads of single parent households especially.
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.	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.sc	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

	<p>Mental health and wellbeing LGBTQ+ children and young people experience particularly high rates of poor mental health. More than one in five LGB young people and more than two in five trans young people have attempted to take their own life. One in three non-binary young people and nearly half of disabled LGBT young people have tried to take their own life. Health is cross cutting with other areas such as sexual orientation and gender reassignment.</p>	<p>ot/binaries/content/documents/govscot/publications/statistics/2019/11/scottish-schools-adolescent-lifestyle-substance-use-survey-salsus-national-overview-2018/documents/summary-findings-west-dunbartonshire-council/summary-findings-west-dunbartonshire-council/govscot%3Adocument/summary-findings-west-dunbartonshire-council.pdf</p>	<p>delivered would need to be assessed to ensure it still delivers maximum positive impact.</p>
Human Rights	<p>Need to consider Article 8 of European convention on Human Rights (ECHR), I.E. Family and Private Life Good practice to consider impact on Children and Young people including in terms of the UNCRC.</p>	<p>ECHR and UNCRC Cross cuts with considerations under 'age'. YSI provides both services and participation opportunities to Children and young people</p>	<p>Reducing funding may negatively affect fulfilment of UNCRC rights. For example 'provision' and 'participation'</p>
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation	<p>Creation of places where LGBTQ+</p>	<p>Stonewall Scotland's report highlighted</p>	<p>Removal of funding for an organisation</p>

	<p>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.</p>	<p>that LGBT people are vulnerable to and at increased risk of homelessness, highlighting that almost one in five LGBT people (18%) have experienced homelessness at some point in their lives. A Report by Scottish Alliance for Children's Rights notes LGBT children and young people may be significantly disadvantaged in accessing adequate play, leisure and culture opportunities. This is cross cutting with gender reassignment.</p>	<p>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</p>
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Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

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 basis?

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1412: The recommendation has been reached by considering the services provided by Y Sort It and the lack of detailed demographic or usage data, which limits the ability to fully quantify impacts. Y Sort It delivers a wide range of support to children and young people, including issue-based workshops, personal development, accreditations, mentoring, and support for care-experienced young people, funded by £87,820 from the Council and £76,000 of education-specific funding. Any reduction or removal of this support is therefore likely to have negative impacts on young people, particularly those in areas of high socio-economic deprivation and those who are care-experienced, who may be more reliant on these targeted services.

As with other external funding proposals, larger or immediate reductions would be expected to create greater negative effects and could place additional pressure on individual schools and central education services, which already operate under constrained budgets. Some impacts could be mitigated in the short term through targeted use of existing skills and resources, but overall capacity is limited.

The assessment also reflects the broader context of other support currently provided by the Council, including: £39,000 of transition funding from the Cost-of-Living Fund (ending 2026/27), concessionary rental arrangements at Bonhill Community Centre, and £189,000 of HSCP funding for advocacy and support to young carers. Although the funding is not statutory, the Public Sector Equality Duty requires potential impacts on protected groups to be assessed, and in the absence of new usage data this EIA draws on the nature of the service and previous assessments.

Assessment No	1413	Owner	mlynn2
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin - Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01 - Review of External Funding - Antonine Sports Centre
	The aim, objective, purpose and intended outcome of policy
	Under this proposal, the current grant of £74,516 provided to the Antonine by the Council would either be fully removed or reduced in 2026/27 or on a phased basis over a number of years. 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.
	Senior Council staff and the Budget Working Group have been consulted on the development of the option.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	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) have been notified about potential impact.

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.

Specific group to consider	Needs	Evidence	Impact
Age	<p>The Council has an equality outcome in relation to increasing involvement of younger people in Community Empowerment</p> <p>The Equality Act requires that services do not discriminate.</p>	<p>The organization has stated focus on: Older people and Children and Young people</p>	<p>Dependent on effect of any reductions and profile of service users. Expected to be a negative impact.</p>
Cumulative and intersectional impacts	<p>The Council's Community empowerment strategy encourages Communities to get involved in their local areas, and links with our Equality Outcomes for 21-25</p> <p>It is important that the Council takes into account how combine to affect different groups and individuals</p>	<p>Evidence suggests that BME, Disabled people, women and younger people have been particularly affected by COVID and Cost of Living impacts.</p>	<p>Dependent on effect of any reductions and profile of service users. Expected to be a negative impact.</p>
Disability	<p>The Equality Act requires that services are accessible to</p>	<p>The organization has a stated focus on: Disabled people.</p>	<p>Dependent on effect of any reductions and</p>

	<p>disabled people.</p> <p>The Council has an equality outcome in relation to increasing involvement of disabled people in Community Empowerment</p>	<p>Disabled people are more likely to be income deprived than non-disabled people.</p>	<p>profile of service users. Expected to be a negative impact.</p>
Social & Economic Impact	<p>The Council must have regard to the Fairer Scotland Duty</p>	<p>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.</p>	<p>Negative impacts if workforce was reduced</p> <p>Potential negative impact on more deprived communities if they currently use the Centre and services are reduced or costs increased</p>
Sex	<p>Important to assess impacts for men and women.</p>	<p>Women make up 90% of the heads of single parent families. Single parent families are more likely to be in relative poverty</p> <p>Women are less likely to access to a car than men.</p>	<p>Potential negative impacts if services provision was reduced or costs increased for users.</p> <p>Dependent on effect of any reductions and profile of service users.</p>
Gender Reassign			
Health	<p>Health and wellbeing is a focus area of our 22-27 Strategic Plan</p>	<p>The organization has stated focus on: People with health problems</p>	<p>Potential negative impacts if services provision was reduced or costs increased for users</p>
Human Rights	<p>United Nations Convention on the Rights of the Child</p>	<p>Cross cuts with age</p> <p>YSI provides both services and participation opportunities to</p>	<p>Cross cuts with age</p> <p>Potentially less 'provision' of services and</p>

		Children and young people	'participation' opportunities.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	<p>The Council has an equality outcome in relation to increasing involvement of BME people in Community Empowerment</p> <p>The Equality Act requires that services do not discriminate.</p>	<p>Most BME groups are more likely than most white groups to be income deprived.</p> <p>Overall BME groups are less likely to have access to a car</p>	<p>Dependent on effect of any reductions and profile of service users.</p>
Religion and Belief			
Sexual Orientation			

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. WDC currently provide additional support in concessionary rental for Antonine Sports Centre and Glenhead Community Centre.

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1413 details potential impacts on how the recommendation has been reached by considering the role of the Antonine Sports Centre as a long-established community facility and the absence of detailed usage or demographic data to quantify the full impact. The Council's grant represents around 17% of the organisation's income, and any reduction or removal of the £74,516 support is likely to affect its capacity to deliver accessible sports and community activities in Duntocher.

While the lack of demographic data limits detailed analysis, the nature of the service suggests potential impacts across a range of protected groups, particularly older people, disabled people, young people, and those who rely on local, affordable facilities to participate in physical activity and social programmes. As with other external funding proposals, larger or immediate cuts would be expected to create greater negative effects, including reduced access to sport, reduced community cohesion, and possible consequences for health and wellbeing.

Although this funding is non-statutory, the implications must still be assessed under the Public Sector Equality Duty, and in the absence of new data this assessment draws on the established role of the Centre and the learning from previous EIAs.

Assessment No	1414	Owner	mlynn2
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin - Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01 - Review of External Funding - Shopmobility
	The aim, objective, purpose and intended outcome 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 £47,760 provided to Shopmobility by the Council would either be fully removed or reduced in 2026/27 or on a phased basis over a number of years
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	We would work with the group and provide them with practical support, engage with CVS, and look at any other available funding streams.

Does the proposals involve the procurement of any goods or services?	Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No

Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

The staff members, other council service areas and the service users/communities that the team support.

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

Elected member, senior officers and the Communities management team.

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

Specific group to consider	Needs	Evidence	Impact
Age	Council Equality Outcome on increasing participation of younger people.	<p>Participation amongst younger age groups, 16- 34 is significantly lower than other age groups in WD.</p> <p>Work has been underway to find different channels of engagement with young people and organisations related to them. For example, recent conversations with young people on the Council's budget priorities.</p> <p>Some groups affected are extensively used by older people.</p> <p>Evidence suggest that older people are more at risk than some other age groups of social isolation.</p>	This may have a potentially negative impact on the support that groups can provide for young and older people.

		Older people are more likely to be disabled.	
Cumulative and intersectional impacts	It is important that the council takes account of how factors interact to affect people and groups affected by this saving.	Evidence suggests that BME, Disabled people, women and younger people have been particularly affected by the proposals.	Factors such as sex, disability and age may interact in this circumstance to multiple effects of any service reductions.
Disability	Council Equality Outcome increasing participation of disabled people.	Some groups affected are disabled people and those living in a household with a disabled person are more likely to be less able to participate fully in community life.	This may have a potentially negative impact on this group.
Social & Economic Impact	The Council must have due regard to the Fairer Scotland Duty, in terms of Social Economic impacts, and the Statutory Guidance	Organisations affected by the proposals may currently employ staff members and volunteers.	This may have a potentially negative impact on this group
Sex	Important to take population structure into account.	Women in West Dunbartonshire live significantly longer than men.	More women than men may be affected.
Gender Reassign			
Health	The Council has a focus on health and well being	The service provides social interaction opportunities for service users.	Potential negative impacts
Human Rights	UNCRC considerations in terms of 'participation' and young people.	Cross cuts with 'Age'. See information on other engagement work with younger people and organisations related to them.	This may have a potentially negative impact on this group
Marriage & Civil Partnership			
Pregnancy & Maternity			

Race	Council Equality Outcome on increasing participation of BME groups.	BME groups are more likely to have barriers to participate fully in community life.	This may have a potentially negative impact on this group
Religion and Belief			
Sexual Orientation			

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 have a balanced budget. Provision of this funding is not a statutory requirement and therefore it has to be put forward as a saving option for member consideration.

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1414 details potential impacts: The recommendation has been reached by considering the function of the service and the lack of detailed demographic or usage data from Shopmobility, which limits the ability to fully quantify impacts. However, based on the nature of the support provided mobility scooters and manual or powered wheelchairs any reduction or removal of the £47,760 grant is likely to disproportionately affect older and disabled people and women who rely on the service to access Clydebank Shopping Centre and the surrounding area.

As with other external funding proposals, larger or immediate reductions would be expected to create greater negative effects, including reduced mobility support, increased barriers to independent access, and potential impacts on social participation. There may also be secondary economic effects linked to reduced footfall in the local area. Although the funding is non-statutory, the assessment is required under the Public Sector Equality Duty, and in the absence of new usage data this EIA reflects the nature of the service and learnings from previous assessments.

Assessment No	1415	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin - Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01 - Review of External Funding - Clydebank Asbestos Group
	The aim, objective, purpose and intended outcome of policy
	The Council provides £21,560 of funding to Clydebank Asbestos Group to support people affected by an asbestos-related disease and their families. The proposal is to reduce or fully remove funding in 2026/27 or on a phased basis over a number of years.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Senior Council staff and the Budget Working Group have been consulted on the development of the option.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Service users of Clydebank Asbestos Group
Who will be/has been involved in the consultation process?

Clydebank Asbestos Group have been notified of the potential reduction in funding subject to Council approval.

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

Specific group to consider	Needs	Evidence	Impact
Age	Relevant as funding is provided across a wide range of community groups and age ranges.	Funding is provided to for people with asbestos related diseases. Older people are more likely to be disabled	Reduction in funding will negatively affect the amount that the group can provide.
Cumulative and intersectional impacts	It is important that the Council considers how impacts may interact.	People who are members of more than one disadvantaged group are more likely to be impacted.	Negative affects may be cumulative.
Disability	Meeting the needs of disabled people needs to be considered	Asbestos related disease will often be considering as disabling under the Equality Act	Reduction in funding will negatively affect the amount that the group can provide.
Social & Economic Impact	Economic impacts need to be considered	The service provides advice and support on compensation; this may be reduced.	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.
Sex			
Gender Reassign			
Health	Clydebank Asbestos Group support people affected by an asbestos-related	The service acts to provide funding to Clydebank Asbestos Group (£21,560).	Reduction in funding will negatively affect the amount that Clydebank

	disease and their families.		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			

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

Provision of this funding is not a statutory requirement and therefore it has to be put forward as a saving option for member consideration

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1415: Provision of this funding is not a statutory requirement and therefore it has to be put forward as a saving option for member consideration whilst setting out the implications of taking the option. Non statutory funding is still covered by the duty to impact assess relevant proposals under the Public Sector Equality Duty in Scotland.

The recommendation has been reached by considering the nature of the service and the lack of detailed demographic or usage data from Clydebank Asbestos Group. This limits the ability to quantify the full impact; however, given the organisation supports individuals with asbestos related diseases and their families, any reduction or removal of the £21,560 funding is likely to have negative consequences for people with serious health conditions, many of whom may also fall within older age groups or disability related protected characteristics. The service provides advice and support on compensation, this may be reduced.

As with other external funding proposals, larger or faster reductions would be expected to produce greater negative impacts on service users and the organisation's capacity to provide specialist support. Although the funding is non statutory, the Public Sector Equality Duty still requires the implications to be assessed. In the absence of new usage data and reflecting last year's approach, this assessment draws on the nature of the service and available guidance to identify the likely areas of impact.

Assessment No	1416	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin - Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01 - Review of External Funding - Lomond & Clyde Care and Repair
	The aim, objective, purpose and intended outcome of policy
	A reduction in funding or fully removal of £41,000 funding in 2026/27 or on a phased basis over a number of years to Lomond and Clyde Care and Repair who provide support to private homeowners to help them apply for grant funding via the Council for medical adaptations or essential repairs.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Senior Council staff and the Budget Working Group have been consulted on the development of the option.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Community Groups who apply to Lomond and Clyde Care and Repair
Who will be/has been involved in the consultation process?

Officers have been notified of the potential reduction in funding subject to Council approval.

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

Specific group to consider	Needs	Evidence	Impact
Age	Elderly, adult and young WD residents who may need support from this service area.	Knowledge of past applications for grant support from both age groups.	Negative impact. Reduced provision may affect users in this group.
Cumulative and intersectional impacts			
Disability	The majority of applications come from those with a medical disability.	Knowledge of past applications the large majority are for medical adaptations	Negative impact. Reduced provision may affect users in this group.
Social & Economic Impact	Social needs in relation to providing adapted facilities to support health and wellbeing	Knowledge of past applications. Applications are subject to means testing to meet low income eligibility.	Negative impact. Reduced provision may affect users in this group.
Sex			
Gender Reassign			
Health	Those needing this support have underlying health circumstances mostly related to mobility.	Knowledge of past applications.	Negative impact. Reduced provision may affect users in this group.
Human Rights			
Marriage & Civil Partnership			

Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

Council is required to set a balanced budget. This savings option focuses on the funding provided to Lomond and Clyde Care & Repair to support these groups with their grant applications.

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

We will take feedback on impacts from Care and repair

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1416: The recommendation has been reached by considering the nature of the service and the absence of detailed usage or demographic data from Lomond and Clyde Care and Repair. This makes it difficult to assess the full scale of impact. However, based on the purpose of the funding, supporting mainly older and disabled homeowners to access grant funding for medical adaptations and essential repair, it is likely that any reduction or removal of the £41,000 will have a negative and disproportionate impact on these groups.

As with other external funding proposals, larger or faster reductions would be expected to have greater negative effects. The service works alongside £164,210 of HSCP funding for repairs and keypad installations, meaning reductions may increase barriers for vulnerable individuals in securing essential home adaptations, and longer waits for a service. While no issues were raised in previous EIAs and no new data is available, impacts have been considered using the nature of the service and existing system guidance.

Assessment No	1417	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Michelle	Lynn	Assets Manager

Members	Laurence Slavin - Chief Officer Resources <i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES01: Review of External Funding - CAB
	The aim, objective, purpose and intended outcome of policy
	The aim is to assess the impact on services by contributing to reduction of Council budget deficit by reducing service either by fully removing or reduce funding for WD Citizens Advice Bureau which receives £221,583 each year from West Dunbartonshire Council to deliver services that complement existing services provided by West Dunbartonshire Council. Consideration will be given to either fully remove or reduce this funding in 2026/27 or on a phased basis over a number of years.
	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.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

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.

Specific group to consider	Needs	Evidence	Impact
Age	Important to assess impacts on different age groups	Working-age adults and pensioners are less likely to be in poverty compared to children: Older people are more likely to be disabled.	Younger age groups are more likely to be more negative affected if services are reduced.
Cumulative and intersectional impacts	WDCAB users from disadvantaged backgrounds who are most likely to be affected by inequality, poverty and disadvantage	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	The options focus on a reduction in the level of grant provided by the Council. This will have a negative impact on the services and impact of

	<p>e which is driven by structural or institutional factors. These factors include lack of information about:</p> <ul style="list-style-type: none"> • Income from social security and benefits in kind, influenced by: <ul style="list-style-type: none"> 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 	<p>market profile to suggest the need for targeted employability support.</p> <p>Benefits:</p> <p>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.</p> <p>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%).</p> <p>In effect, comparatively more people in West Dunbartonshire rely on benefits for their income. Maximising their entitlement will feature strongly in our approach to maximising income.</p>	<p>those services to residents of West Dunbartonshire. Note: WDCAB receives funding from other sources as such, WDCAB is not totally reliant on the Council for funding.</p> <p>Impacts on people who are members of more than one disadvantaged group are likely to be multiplied.</p> <p>WDCAB has a number of key performance indicators reflecting the activities that are delivered through the use of the funds provided by the Council. The activities are directed towards the most economically disadvantaged people in West Dunbartonshire. These</p>
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	<p>the school day, and the extra, unavoidable costs of disability.</p> <ul style="list-style-type: none"> • People are unaware of their employment rights <p>WDCAB provide support because:</p> <ul style="list-style-type: none"> • 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; • <p>Understanding welfare reform is difficult.</p>		<p>indicators will be reduced in proportion to reduction of funds. These indicators include:</p> <ul style="list-style-type: none"> • Number of people receiving support (• Value of income generated • Total value of reduced liability to debt • Number establishing a debt strategy • Number advised with housing issues • Number provided with consumer rights issues • Number provided with employment rights issues • Number supported with advice on energy issues <p>All options will lead to a proportionate reduction in the number of people from disadvantaged communities</p>
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			and families receiving support.
Disability	Our child poverty report notes disabled people as a priority group.	Disabled people and those living in a household with a disabled person are more likely to be in relative poverty.	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/lone parents groups as a priority group.	Women are more likely to be income deprived than men. 90% of single parents are female.	Reduced provision may affect efforts to reduce poverty for this group.
Gender Reassign	Cross cuts with sex	A BMJ Study published in 2023 notes Trans and non-binary adults were younger, more likely to be from Asian, black, mixed or other ethnic groups and more likely to live in more deprived parts of the country. (Demographic characteristics, long-term health conditions and healthcare experiences of 6333 trans and non-binary adults in England: nationally representative evidence from the 2021 GP Patient Survey BMJ Open) In 2022 Scotland's Census found that 19,970 people were trans or had a trans history. This is 0.44% of people aged 16 and over. For West Dunbartonshire the figure was 0.31% equating to 227 people.	Potentially more negative on groups who are in relative poverty
Health	The Council has a focus	Those in relative poverty rely more on public services than those who are not.	Potentially more

	of health and wellbeing	The links between financial stress and negative effects on mental health are well established	negative on groups who are in relative poverty
Human Rights	Human Rights Act; For example, Article 8 family life. United Nations Convention on the Rights of the Child (Best practice).	The work of WD CAB supports elements of human rights e.g. Article 8. Advice is provided to families with children and young people.	Reduced provision may negatively affect the fulfilment of rights.
Marriage & Civil Partnership	Cross cuts with sex	Single people are more likely to be in relative poverty Single parent households are more likely to be in relative poverty. 90% of single parent households are headed by women.	Cross cuts with sex
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 be more income deprived. Relative poverty rates higher for ethnic minorities (https://data.gov.scot/poverty/#Ethnicity) Most BME groups are more likely to be in relative poverty and higher child poverty than White ethnic groups.	Reduced provision may affect efforts to reduce poverty for this group.
Religion and Belief	There can be cross cutting considerations between religion and belief and Race.	Relative poverty rates higher for Muslims (https://data.gov.scot/poverty/#Religion) For example from Census data 90% of those who say they are Pakistani or Bangladeshi also say they are Muslim and these two ethnic groups are more likely to be income deprived Most White ethnic groups.	Potentially more negative on groups who are in relative poverty
Sexual Orientation	Important to examine evidence on factors such	Relative poverty rates higher for LGB+ adults (https://data.gov.scot/poverty/#Sexual_orie)	Potentially more negative on groups who

	as economic position	ntation)	are in relative poverty
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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 basis?
Working4U maintains a set of performance indicators for all funded projects that are reported to the Council and COSLA (Improvement Service). The statistics will reflect changing funding levels.
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 1417: The equality impact assessment provides an overview of the differing negative impacts of either fully removing or reducing funding. Impacts on people who are members of more than one disadvantaged group are likely to be multiplied. Groups most likely to be most negatively affected are women, children and younger adults, and disabled people, LGBT people, single people. These impact crosscuts with health and social and economic impacts. Any other reductions in advice capacity across West Dunbartonshire, and reductions in capacity over time will magnify negative impacts.

Assessment No	1408	Owner	mlynn2
Resource	Regeneration, Environment and Growth	Service	Budget SD and P
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Michelle Lynn Assets Manager
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES 04: Review of Office Accommodation
	The aim, objective, purpose and intended outcome of policy
	<p>This proposal has reviewed office accommodation across 3 locations, Aurora House Carleith Primary School Campus, and Clydebank Library.</p> <p>Aurora currently has 73 desks on the ground and first floor allocated to HSCP and CC&F staff. This property is leased to the Council from Clydebank Property Company. It is difficult to confirm the current workstyle allocation within this building as post COVID a number of service areas have not updated locations.</p> <p>Clydebank Library currently has underutilised space on the 1st floor and plans have previously been drafted for a potential relocation of CC&F staff.</p> <p>Carleith Primary School Campus is split into three facilities, Primary School, Early Learning Centre, and office accommodation. The office accommodation is primarily used by psychological services, early years and education management team. In the current workstyle allocation, believed to be up to date for this location, is a 15 staffing (12 flexible and 3 remote) which equates to a 6 desk allocation.</p> <p>It is proposed to relocate staff from Aurora to allow the site to be available for rental, thus reducing the Council's liability for this site.</p>
	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. Once further detailed plans and opportunities arise for additional income an Equality Impact Assessment will be produced for that purpose.

Does the proposals involve the procurement of any goods or services?	No
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If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No
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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.

Specific group to consider	Needs	Evidence	Impact
Age	N/A	N/A	N/A
Cumulative and intersectional impacts	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

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 basis?

Yes, continued monitoring of staff accommodation is monitored via SAMG and service managers meetings.

Q7 What is your recommendation for this policy?

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

Screening 1408 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. Should opportunities arise for additional income an Equality Impact Assessment will be produced for that purpose.

Assessment No	1418	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer-Resources

Members	Adrian Gray - Finance Business Partner
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES14 Savings Option - Remove Elderly Welfare Grant Fund
	The aim, objective, purpose and intended outcome of policy
	Remove the historic £15 per resident payment made annually through the elderly grant fund to registered groups and individuals.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Officers from the Finance team within WDC & ASU

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Anyone currently receiving the payment from the Elderly Welfare Grant Fund.
Who will be/has been involved in the consultation process?
This is part of the range of savings proposals being considered to bridge the challenging financial gap the council faces over the next three years. Once approved by Council, it will be communicated to all residents.

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

Specific group to consider	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 provides £15 per annum for each resident over the specified age. This is tiny proportion of this groups yearly income. Older age groups are less likely to be in relative poverty than people under 30.	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.
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	We need to have regards to the Fairer Scotland Duty.	£15 is only a very small proportion of the annual income for those over the specified age and would have a negligible effect.	Neutral.
Sex			
Gender Reassign			
Health			
Human Rights			

Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

There is very little potential for any significant negative impact. The saving produced year on year to the Council is considerable.

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

Yes.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1418: Older people are less likely to be in relative poverty than people under 30. It is noted that £15 is a very small proportion of the annual income for those over the specified age and would have a negligible effect.

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.

Assessment No	1202	Owner	mlynn2
Resource	Regeneration, Environment and Growth	Service	Budget SD and P
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Laurence Slavin, Chief Officer Resources
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES15 Review of Community Council Funding
	The aim, objective, purpose and intended outcome of policy
	<p>Summary of Savings Proposal</p> <p>The Council's general fund provides £14,000 of funding to Community Councils as a flat rate £750 administration grant plus a per capita allowance.</p> <p>The Council is required by statute to support community councils. In the past the Council has reduced officer support provided to them and part of the justification was the provision of the grant to pay for admin support/necessary ICT etc. If the grant is fully removed, it will increase pressure for greater officer support which is likely to cost more. Furthermore, funding for Community Councils cannot be fully removed without a special meeting of the Council to consider the matter and a two thirds majority vote. However, the grant can be reduced.</p> <p>There are four options to consider either fully remove or reduce funding by 25%, 50% or 75%.</p>
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Relevant Chief Officers and elected 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
<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
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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?
Community Councils
Who will be/has been involved in the consultation process?
Elected member, senior officers and the Communities team.

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

Specific group to consider	Needs	Evidence	Impact
Age	Council Equality Outcome increasing participation of younger people.	<p>Participation amongst younger age groups, 16- 34 is significantly lower than other age groups in WD.</p> <p>Work has been underway to find different channels of engagement with young people and organisations related to them. For example, recent conversations with young people on the Council's budget priorities.</p>	This may have a potentially negative impact on the support/ facility of Community councils to provide and encourage participation of young people in local democracy
Cumulative and intersectional impacts	<p>West Dunbartonshire benefits from a wealth of community organisations delivering valuable services to support people in our most disadvantaged communities. These groups rely on the voluntary commitment of local people aiming to make a difference in their communities.</p> <p>Community Councils are subject to the Public Sector Equality Duty.</p>	Empowering communities and increasing local democracy is a preventative approach to increase individual and community resilience that in turn reduces the burden on public services. By supporting community organisations to expand their offer to those most in need across the authority supports the ambitions set out in the Local Outcome Improvement Plan and Strategic Plan of addressing inequalities. Many community groups	<p>Removal of the Community Council funding will possibly reduce groups or events that can be supported. This in turn will impact the individuals and communities the group supports. It will have an impact on the methods of engagement used by the Council.</p> <p>Other engagement opportunities are available in West Dunbartonshire which may mitigate the loss of funding.</p>

		operate in areas suffering from multiple deprivation and represent many different equality groups. Community groups provide important benefits that include opportunities for people to meet, socialise, improve their confidence, their health and tackle social isolation.	
Disability	Council Equality Outcome increasing participation of disabled people.	Disabled people and those living in a household with a disabled person are more likely to be less able to participate fully in community life.	This may have a potentially negative impact on the support that Community Councils can provide for participation of disabled people.
Social & Economic Impact	Ensure any reduction in Community Council funding is implemented fairly, recognising the role Community Councils play in supporting local participation, particularly in areas experiencing socio-economic disadvantage	The Council currently provides £14,000 in flat-rate and per-capita grants to Community Councils. Options under consideration include reducing or fully removing this funding. Removal would increase demand for officer support, which may cost more and undermine statutory support obligations	Reducing or removing funding may limit Community Councils' ability to operate effectively, affecting their capacity to represent local communities. This could reduce community participation, especially in areas with fewer resources.
Sex			
Gender Reassign			
Health	Ensure any reduction in funding does not undermine Community Councils' ability to support local wellbeing activities,	Community Councils use their grant to cover essential admin, communication and engagement costs, enabling them to	Reduced funding may weaken Community Councils' ability to support community connection and

	community cohesion, or signposting that contributes to positive health outcomes.	organise local initiatives, meetings and community-led activity. Loss or reduction of funding may limit their ability to support community networks, which play a role in mental wellbeing and social connection.	local wellbeing activity, which could increase isolation and negatively affect mental and social health—especially in areas with fewer alternative support networks.
Human Rights	Ensure any reduction in Community Council funding does not restrict residents' ability to participate in local democratic processes, safeguarding their rights to involvement, representation and accessible decision-making.	Community Councils form part of the statutory framework that enables residents to participate in local democratic processes. The Council is legally required to support them, and any change to funding must still allow these democratic structures to function. Funding removal requires a formal Council decision and vote, demonstrating the protected status of these participatory bodies	Reduced funding could limit Community Councils' ability to meet, communicate, and represent residents, weakening access to information and participation in public life, key Human Rights considerations. Communities with fewer resources may experience a greater reduction in their ability to engage in local decision-making. However, if Community Councils retain basic operational capacity, Human Rights impacts may be minimal.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Council Equality Outcome on increasing participation of BME groups.	BME groups are more likely to have barriers to participate fully in community life.	This may have a potentially negative impact on the support that Community

			<p>Councils can provide for participation of BME groups.</p> <p>Other avenues for participation do exist for example through West Dunbartonshire Equality Forum.</p>
Religion and Belief			
Sexual Orientation			

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

The Council needs to have an overall balanced budget.

The Council will continue to support groups that are impacted by the removal of this funding. The Council provides a range of engagement, participation and networking opportunities that groups can take part in including the West Dunbartonshire Equality Forum.

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

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1202: Some potential negative in terms of impacts participation and voice for more deprived communities and certain equality groups, younger people, disabled people, BME groups by removing a funding resource. This could be mitigated by other support mechanisms.

The Council will still be able to sign post groups to other potential sources of funding for example information via WDCVS. Other networking and opportunities will continue to exist for example West Dunbartonshire Equality forum, and evident such as Job Fairs and the recent anti-poverty event which engaged a range of groups. The Council will continue to have a focus on engaging with underrepresented groups including younger people and people from BME groups in line with our Equality Outcomes.

Assessment No	1396	Owner	amenon
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Arun	Menon	Business Support Manager

Members	Arun Menon, Business Support Manager Ryan Chalmers, Section Head – Revenues and Benefits
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 RES18 National Fraud Initiative Single Person Discount Review
	The aim, objective, purpose and intended outcome of policy
	<p>This proposal is a spend-to-save initiative to fund an additional Grade 3 post (£26k including on-costs) within the Council Tax Team. The role will provide the capacity needed to complete the National Fraud Initiative (NFI) review of Single Person Discounts (SPD).</p> <p>The SPD gives a 25% council tax reduction to people living alone or with adults who are disregarded. The NFI identifies potential incorrect claims by matching SPD records against the electoral register and other datasets to highlight undeclared adults living at a property.</p> <p>Each identified case must be investigated using internal systems to confirm whether discrepancies can be explained (e.g., outdated electoral register entries or historical bank accounts). If no valid reason is found, the taxpayer will be contacted and the SPD will be removed from the appropriate date. Revised bills will be issued, and standard recovery procedures will apply if payments are not made.</p>
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Business Support Management

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING*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?

Council Tax payers currently receiving a Single Person Discount (SPD) - WDC residents may be affected if the National Fraud Initiative review identifies mismatches suggesting an additional adult lives in the property. Some may have their SPD removed following investigation.

Residents contacted for clarification - Individuals flagged by the NFI will be asked to confirm their household circumstances, which may require them to provide information and could cause concern or additional administrative burden. The Council Tax Team - Staff will have increased investigative and customer-contact responsibilities, which is why additional resource is needed.

The Council (financially) - Accurate SPD reviews help ensure council tax revenue is correct, reducing fraud/error and supporting wider council services.

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

Chief Officer Resources and Revenues and Benefits Team Management.

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.

Specific group to consider	Needs	Evidence	Impact
Age	Younger working-age adults (especially 25–44) are more likely to be in employment and have traceable earnings. Older people (65+) are less likely to be in employment and more likely to receive	Scottish Household Survey – employment rates highest in 25–49 age group; high CTR take-up among pensioners.	More effective recovery from working-age debtors who can afford to pay. Low/No negative impact on older people as they are unlikely to be

	Single Person Discount or Council Tax Reduction.		subject to earnings arrestment.
Cumulative and intersectional impacts	We need to consider cross cutting impacts. Need to ensure clear communications.	Workloads of the Council's W4U team and local Citizens Advice or other advice agencies may increase.	Potential increased workloads for some Council workers and other agencies. Implementation does provide an opportunity to offer benefit checks and support.
Disability	Council services and communications need to be accessible to disabled people	Disabled people have a range of communications needs which may cross cut with others. The Council will follow its communicating Effectively Guidance. Although Deaf people would not see themselves as disabled they are protected by the provisions of the Equality Act in terms of accessible including information in BSL if needed.	Potential minor negative if letters are not fully understood. However Council communications standards will be followed to ensure appropriate communication formats.
Social & Economic Impact	Ensure the SPD review is carried out fairly, with due regard to socio-economic disadvantage, and that communication and support processes minimise any disproportionate impact on low-income households	NFI data-matching identifies possible incorrect SPD claims using sources such as the electoral register. Flagged cases require investigation, and where no valid explanation is found, the SPD is removed and revised bills issued. This affects SPD recipients, residents contacted for clarification, and the Council Tax team managing increased investigative workload	Some residents may face financial strain or stress if their SPD is removed, particularly low-income single-adult households. Those contacted for verification may experience inconvenience or worry. The Council Tax team will face increased workload. However, accurate SPD

			reviews support fairness, reduce fraud/error, and protect council revenues for essential services.
Sex			
Gender Reassign			
Health			
Human Rights	<p>Article 8 of the ECHR, (Private life etc.) is relevant here. Cross cuts with GDPR considerations.</p> <p>Process need to be in place to ensure that data is securely transferred, that it is accurate and determinations are fair and overseen by people.</p>	A data protection impact assessment has been carried out. The results were satisfactory.	The Councils approach will follow relevant guidance to ensure fairness and Data Protection.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Minority ethnic households may face language or digital barriers when responding to change in household correspondence.	West Dunbartonshire has small but growing BME population (approx. 4%); English as additional language in some households.	Potential minor negative if letters are not fully understood, but translation and interpreter services are available. Overall impact low.
Religion and Belief			
Sexual Orientation			

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

The proposed review is both proportionate and aligned to statutory duties, ensuring the Council maintains an accurate and sustainable tax base.

The Council will follow its Communicating Effectively Guidance. Providing Accessible Services training is available to all services and staff.

The policy will enhance fairness, accuracy and financial resilience across the system, with no discriminatory effects identified. For these reasons, the recommendation is to proceed with implementation, supported by appropriate mitigation measures and ongoing monitoring to ensure equity across all groups.

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

Uptake of SPD via this review will be monitored

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1396: The equality impact assessment has identified no significant negative impact on any protected characteristic or socio-economically disadvantaged group. Where risks exist for example potential distress from letters notifying of their SPD being removed, these will be handled in a sensitive and practical manner by Council Tax and Corporate Debt Team staff and can be fully mitigated by existing statutory protections, vulnerability procedures, debt-advice signposting, and translation and support services.

Assessment No	1409	Owner	mlynn2
Resource	Regeneration, Environment and Growth	Service	Budget SD and P
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Michelle Lynn Asset Manager
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES 19 : Close Municipal Buildings
	The aim, objective, purpose and intended outcome of policy
	It is proposed to undertake a comprehensive review of the current and future use of the Municipal Buildings as part of the wider office accommodation and asset rationalisation programme. This review will assess occupancy levels, service delivery requirements, and operational costs, and identify the most efficient and sustainable way to utilise or release the property.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	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, service users who visit registration services.
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.

Specific group to consider	Needs	Evidence	Impact
Age	N/A	N/A	N/A
Cumulative and intersectional impacts	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

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 basis?

Yes continued monitoring of staff accommodation is monitored via SAMG and service managers meetings.

Q7 What is your recommendation for this policy?

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

Screening 1409: 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. Service users who visit registration services at the Municipal builds will instead be able to use the relocated service nearby at Church Street.

Assessment No	1410	Owner	mlynn2
Resource	Transformation	Service	Budget Resource
	FirstName	Surname	Job Title
Head Officer	Laurence	Slavin	Chief Officer Resources

Members	Michelle Lynn Asset Manager Laurence Slavin, Chief Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RES 20: Review of depot rental charges
	The aim, objective, purpose and intended outcome of policy
	A detailed review has been undertaken of internal property recharges and rental arrangements for depot sites and strategic operational locations across the Council's asset portfolio. This work forms part of the wider programme to ensure that all rentals being charged accurately reflect current market values, usage patterns, and operational cost recovery principles.
	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 an EIA will be produced for those proposals. Assets team.

Does the proposals involve the procurement of any goods or services?	Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.	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?
Tenants of commercial properties
Who will be/has been involved in the consultation process?
Assets 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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	We need to take into account any equality and other linked implications of proposals.	We evaluate impacts based on evidence and take account of how factors interact.	We will examine potential impacts of any proposed changes to ensure consideration on potential impacts and how these interact.
Disability			
Social & Economic Impact	We need to take into account the Fairer Scotland Duty when considering Strategic	We evaluate impacts based on evidence.	We will examine potential impacts of any proposed changes to ensure

	financial decisions and follow the statutory guidance relating to this.		consideration on potential impacts.
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
The Council requires to deliver a balanced budget.
Will the impact of the policy be monitored and reported on an ongoing basis?
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 1410: Increasing charges may have equality and socio-economic impacts. We are therefore committed to impact assessing any and all future proposals that would increase these.

Assessment No	1426	Owner	rchalmers
Resource	Regeneration, Environment and Growth	Service	Budget R and R
	FirstName	Surname	Job Title
Head Officer	Ryan	Chalmers	Section Head

Members	Laurence Slavin, Chief Officer Resources Arun Menon, Business Support Manager
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 RES21: Council Tax on Long Term Empty and Second Home Properties
	The aim, objective, purpose and intended outcome of policy
	The savings option proposes increasing Council Tax charges on long term empty and second homes, now that the previous 200% cap has been removed. By raising the premium above 200%, the Council can generate additional income while continuing to incentivise owners to bring unused properties back into occupation
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Revenues and Benefits

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
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?
Any owner of a property which is classed as a second home for council tax purposes or an owner of a long term empty property.
Who will be/has been involved in the consultation process?
Institute of Revenues, Ratings and Valuation.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	The Council needs to have due regard to the Fairer Scotland Duty when making strategic decisions.	The increased levy will have a financial impact affected rate payers.	Financial impact on those rate payers impacted. Potential benefit to local housing market economy.
Sex			

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

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

Council is required to deliver a balanced budget. Increased costs to second home or long term empty property owners however aim is to have those properties become someone's sole and/or main residence or bring long term empty properties back into use.

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

Yes

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1426: By raising the premium above 200%, the Council can generate additional income while continuing to incentivise owners to bring unused properties back into occupation. There will be an increased financial burden on some owners.

Assessment No	1398	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood

Members	Ian Bain, Waste & Grounds Manager Michelle Lynn, Assets Manager Ricardo Rea, Performance and Strategy Team
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN01 March 2026: Savings Options Bowling Clubs
	The aim, objective, purpose and intended outcome of policy
	This option proposes to retain Whitecrook and merge the veteran bowling clubs to Christie Park. The Council has a dedicated resource to support the merger, and will continue to maintain the greens, building and associated amenities at the two retained clubs. Maintenance of the other sites would cease, and these would be considered for disposal.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.

Grounds Services West Dunbartonshire Leisure Trust Assets Team
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Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?

Playing and non playing members (social members) of Bowling clubs.
Seasonal operatives.

The membership of the bowling clubs may be affected by the proposed option being implemented should the location of the 2 retained sites not be accessible or utilised by the users of the sites no longer being managed. Should the bowling clubs be marketed for sale/lease this will reduce social and leisure opportunities for members.

The Communities Team will be able to support members through the merger process.

There are circa 30 members at Whitecrook, membership at the veteran clubs is circa 30 people.

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

Discussions at Budget consultation.

It was noted that there were mainly social members of the Balloch & District Veterans Bowling Club. Noted that members felt that the club helped combat social isolation.

A more general comment made by other community groups was that training and better support on assets transfers from the Council would be a plus

Budget Survey consultation
Respondents to the 25/26 budget conversation survey rated Bowling greens and

golf course as 5th of the 5 priorities under 'environment'.

A member of one club attended face to face discussion on budget priorities and noted that the clubs benefited members who are generally older and some of whom are disabled. They noted that significant numbers were 'social' rather than playing members. They did not feel that combining clubs was practical because of for instance transportation.

Information and discussions would suggest that clubs are heavily used by members but are not visited/used by other members of the community often.

WDLT, Greenspace, Club members.

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.

Specific group to consider	Needs	Evidence	Impact
Age	Older members of the community are members of the clubs.	The current membership are in majority older residents and attendance at the clubs provide social and health benefits.	Negative in terms of local access Bowling clubs would still be available, but some would have to travel further.
Cumulative and intersectional impacts	Important to look at interactions.	Older age, disability and sex with more direct impact on males are cross cutting factors. Bowling clubs would still be available, but some would have to travel further.	More negative in combination for the groups noted. Bowling clubs would still be available, but some would have to travel further, however there would still be provision in the Clydebank area and provision on the Dumbarton/Vale area.

Disability	We have an anticipatory duty in terms of accessibility for disabled people for such services as we provide.	Older people are more likely to have some form of impairment.	Negative in terms of local access Bowling clubs would still be available, but some would have to travel further.
Social & Economic Impact	Need to consider social and economic impacts. We should also consider the Scottish Consumer Duty. Bowling clubs would meet the definition of a not for profit enterprise (within the meaning of section 252(1F) of the Town and Country Planning (Scotland) Act 1997) or a small business.	The club provides opportunity for social engagement for members. Social interaction is a benefit to members. Seasonal operatives may be local residents and reduces employment opportunities.	Negative for members in terms of accessing social interaction at a very local level in terms of choice. Any Consumer Duty considerations would in this case overlap with the areas covered in this assessment.
Sex	Need to assess any differential impact.	The majority of current members are male. Majority of seasonal operative are male.	Likely negative impact will affect more men than women in terms of services users. Reduction in FTE would affect men.
Gender Reassign			
Health	Desirability of reducing loneliness and isolation is noted in the Councils 22-27 Strategic Plan.	The members benefit from physical and mental health benefits attending the club. Bowling provides health benefits.	Negative.
Human Rights			
Marriage & Civil Partnership			

Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

The Council is required to reach a balanced budget.

The Service will work with members to direct them to alternative activities for health and social benefits.

Some members are 'social' rather than playing members, mitigation should take this into account.

Mitigation would also be informed by discussion with those affected.

Bowling clubs would still be available, but some would have to travel further, however there would still be provision in the Clydebank area and provision on the Dumbarton/Vale area.

Membership numbers are small and either mergers or neighbouring bowling clubs would be able to accommodate the number of current members.

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

No

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1398: The members of the bowling clubs would be affected by the proposed option being implemented. Therefore, there are some potential negative impacts especially for older people and men who are more likely to use these facilities, in terms of health and social interaction. Bowling clubs would still be available, but some would have to travel further, however there would still be provision in the Clydebank area and provision on the Dumbarton/Vale area. The current number of members at affected clubs could be accommodated at alternative bowling facilities.

Seasonal operatives are likely to be male and may be local residents, and this reduces employment opportunities.

Assessment No	1380	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood

Members	Roads Manager
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN04 Saving Option Street Lighting
	The aim, objective, purpose and intended outcome of policy
	The proposal is to turn off street lighting for a period of time potentially between either 2.30-4.30 or 2.30-5.30. These are times with reduced activity in the community.
	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?	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?
Residents, businesses and visitors.

Who will be/has been involved in the consultation process?
Roads Manager, Police Scotland, communities.

Background information and evidence

A number of cities in Europe already either fully or partially switch off street lighting at night including a number of towns in France.

There are also full or partial switch offs in council areas such as Surrey, West Sussex and Southampton, Essex County Council. Somerset reduced lighting 2011.

Streetlighting Hours have been reduced –in Comhairle nan Eilean Siar (cne-siar.gov.uk), Western Isles

Evidence from studies by UCL and the London School of Hygiene and Tropical Medicine, assessing data from 62 local authorities, suggests that removing or reducing residential street lights at night, saves energy costs and reduces carbon emissions. It also found that there was no resultant increase in car collisions or crime.

Further, a study by the universities of York and Newcastle showed that it also has benefits for nocturnal wildlife. This assists the Council meet its strategy priority of "Tackling the climate and ecological emergency".

A College of Policing review of evidence
<https://www.college.police.uk/research/crime-reduction-toolkit/street-lighting>
Suggested that improving lighting during the day may reduce time and ASB, but doing so at night does not do so; there is nothing in the review that would contradict the other evidence noted here.

We have benchmarked by looking at related EIAs and information

Balancing our budget for 2025/26 - West Berkshire Council

https://www.westberks.gov.uk/media/60381/Equity-Impact-Assessment-for-Budget-Proposal-2025-26-Turn-off-streetlights-in-residential-roads-between-midnight-and-5am/pdf/4._BP_2526_Residential_Streetlighting_EqIA_v3.pdf?m=1730803371587

Essex

<https://www.essexhighways.org/roads-and-pavements/street-lighting/part-night-lighting>

evidence from Essex County Council suggests that this does not lead to an increase in crime.

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.

Specific group to consider	Needs	Evidence	Impact
Age	Older members of the community may feel more at risk if street lights are off. Younger people and people of working age are potentially likely to be active during these time periods as a result of returning from work or leisure activities.	Older members may feel more vulnerable and feel at the risk of crime if the street lighting is off in the vicinity of their homes. A higher proportion of younger than older people work in the night time economy.	Negative, in terms of perception of impact. This may negatively impact younger people or older people who partake in employment or leisure activities during these times, or who work in the night time economy.
Cumulative and	The perception of safety of	If streets are in darkness communities may feel at risk from	Potentially Negative, in terms of perception of

<p>intersectional impacts</p>	<p>communities may be considered significant.</p> <p>It is important that the Council engage with people in West Dunbartonshire if proposals are advanced.</p> <p>The Council is committed to tackling climate change including through carbon emissions reductions.</p>	<p>crime, either within their homes or when traveling.</p>	<p>impact</p> <p>However evidence strongly suggests this is likely to be neutral in terms of actual crime or ASB https://jech.bmj.com/content/69/11/1118)</p>
<p>Disability</p>	<p>We need to have regard to the needs of disabled people.</p>	<p>Members of the community that are disabled may feel more vulnerable, able members of the community may feel more anxious if the street lights are off.</p>	<p>Negative, in terms of perception of impact.</p>
<p>Social & Economic Impact</p>	<p>Perception of safety when required to commute or travel during hours when street lighting is off.</p> <p>There may be consideration of the night time economy and perception of safety for</p>	<p>Those on lower incomes may be more likely to be in employment that requires a shift pattern that means they may be commuting during periods when street lighting is off.</p>	<p>Potentially negative, in terms of perception of impact however research suggests neutral impacts in terms of crime and road safety.</p>

	staff or customers		
Sex	Need to take into account Women's safety and feelings of safety.	Women may be more concerned about safety. At the UK level In 2022, almost 4.9 million (56%) night-time workers were male and almost 3.9 million were female (44%). In 2012, 58% of night-time workers were male and 42% female.	Negative, in terms of perception of impact.
Gender Reassign			
Health	The Councils strategic Plan notes the importance of health and well being	Periods when street lighting is not on may impact on mental health and may cause concern and worry. Reduced sleep disturbance when the light shines direct into windows of properties.	Potentially negative, in terms of perception of impact Potentially positive in terms of less sleep disturbance.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	We need to consider potential impacts with regard to ethnicity	In 2022, workers born outside of the UK made up 23.1% of night-time workers compared with 17.8% of daytime workers. Between 2012 and 2022, the number of night-time workers born in the UK fell from 7.4 million to 6.8 million, while the number born outside of the UK rose by 32.6%, from 1.5 million to 2 million. https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/articles/thenighttimeconomyuk/2022#place-of-birth	Potentially negative in terms of perception of safety

		BME people may be more concerned about safety at night	
Religion and Belief			
Sexual Orientation			

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

The hours that the street lighting is proposed to be switched off are when there is a reduced movement of members of the community. This is proposed for either 2.30-4.30 or 2.30-5.30

There will be concerns about personal safety, and this may lead to a reduction in road safety for pedestrians and other road users. In mitigation, the Communications and information around changes would be vital including appropriate dialogue with communities.

A good example on web info is here <https://www.essexhighways.org/roads-and-pavements/street-lighting/part-night-lighting>

The Council could consider measures such as extending 20mph zones in residential areas which should reduce traffic speeds.

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

Monitoring will be carried out through liaison with stakeholders and communities.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1380: This saving option proposes light switch off either between 2.30-4.30 or 2.20-5.30. There may be some negative impacts in terms of perceptions of safety by some groups, namely women, older people and younger people. However, research has not found evidence of harmful effects of part-night lighting on road collisions or crime in England and Wales. The hours of switch would be monitored to minimise impact on communities.

There is an environmental benefit to reduced street lighting as there will be a reduction in light pollution and carbon footprint. This would support the council's journey to net zero, nature recovery and encourage nocturnal wildlife.

Assessment No	1401	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Stephen	Brooks	Working4U Manager

Members	Gail Macfarlane, Chief Officer - R&N
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN05 March 26 Reduce W4U workforce
	The aim, objective, purpose and intended outcome of policy
	Reduce W4U workforce based on options below: Option 1 - Reduction of 3 FTE - saving £123,000. Option 2 - Reduction of 6 FTE - saving £245,000. Option 3 - Reduction of 9 FTE - saving £368,000. Option 4 - Reduction of 12 FTE - saving£490,000.
	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)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Staff, service users.
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.

Specific group to consider	Needs	Evidence	Impact
Age	<p>Child poverty is focus for the Council.</p> <p>Mothers younger than 25 are a focus group for reducing poverty.</p> <p>WDC has an aging</p>	<p>High child poverty in WDC.</p> <p>18-30 year olds are experiencing particular economic strain.</p>	<p>Reduced service provision may result in negative impacts for children and young people and for younger parents.</p>

	<p>population and a lower than average healthy life expectancy lower than Scottish average therefore older residents require greater welfare support.</p>		
<p>Cumulative and intersectional impacts</p>	<p>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:</p> <ul style="list-style-type: none"> • Income from social security and benefits in kind, influenced by: <ul style="list-style-type: none"> o design and generosity of welfare benefits; o benefit sanctions and recovery of 	<p>The key drivers of poverty identified in the legislation include income levels and the cost of living. Income is determined, to an extent, by levels of economic activity and employment.</p> <p>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.</p> <p>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 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%).</p>	

	<p>advance payments; o hardship payments and third-party debts; o barriers to accessing financial support (including child maintenance)</p> <ul style="list-style-type: none"> • Income from employment, influenced by the 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 	<p>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.</p> <p>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.</p> <p>Benefits</p> <p>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%) .</p> <p>In effect, comparatively more people in West Dunbartonshire rely on benefits for their income. Maximising their entitlement will feature strongly in our approach to maximising income</p>	
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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.
- It's difficult to maintain jobsearch momentum

	and participating in learning without professional, expert support.		
Disability	<p>Our child poverty report notes disabled people as priority group.</p> <p>33.4% of WDC residents live with a long term health condition</p> <p>Health loss is 15% higher in WDC than Scottish rate</p>	<p>Six family types are most likely to be affected by disadvantage and child poverty. This included families where members are affected by equalities issues and considered to have protected characteristics.</p> <p>Disabled people and those living in a household with a disabled person are more likely to be income deprived.</p> <p>Economic Inactive: Long-term Sick/Disabled Rate (%) 2023 WD- 33.4 Glasgow City Region - 31.3 Scotland -31.6 UK -27.5. Source - NOMIS - Annual Population Survey</p>	Reduced provision may affect efforts to reduce poverty for this group.
Social & Economic Impact	<p>Reducing child poverty is a focus for the council.</p> <p>All multi member wards have areas oh 30% of residents have experience of multiple deprivation, higher unemployment, lower education attainment and limited opportunity compared to</p>	<p>Groups noted above may be especially vulnerable, as well as other with low incomes.</p> <p>social economic source - NOMIS</p>	Reduced provision may result in reduced ability to tackle economic and financial inequality.

	more affluent areas		
Sex	Our child poverty report notes women as priority group.	Six family types are most likely to be affected by disadvantage and child poverty. This included families where members are affected by equalities issues and considered to have protected characteristics. This group includes single person households. 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	Need to examine how this cross cuts with other areas.	<p>A BMJ Study published in 2023 notes Trans and non-binary adults were younger, more likely to be from Asian, black, mixed or other ethnic groups and more likely to live in more deprived parts of the country.</p> <p>(Demographic characteristics, long-term health conditions and healthcare experiences of 6333 trans and non-binary adults in England: nationally representative evidence from the 2021 GP Patient Survey BMJ Open)</p> <p>In 2022 Scotland's Census found that 19,970 people were trans or had a trans history. This is 0.44% of people aged 16 and over. For West Dunbartonshire the figure was 0.31% equating to 227 people.</p>	Potentially more negative on groups who are in relative poverty
Health		<p>health - sna-aop-june-2022.pdf Labour Market-Number of Incapacity Based Benefits (per 1,000 16 - 64 population) Feb-24 WD 69.0 Glasgow region 57.5 Scotland 46.2 source -DWP Stat Xplore. WDC residents living with long term health conditions is 33.4%</p> <p>Health loss is 15% higher than Scottish rate.</p>	Reduced provision may affect those with long term health issues disproportionately
Human Rights	Human Rights Act; For example	The work of W4U supports elements of human rights and UNCRC rights.	Reduced provision may negatively affect

	<p>Article 8 family life.</p> <p>UNCRC. Article 6 development, in this case 'Provision' is relevant</p>		the fulfilment of UNCRC rights.
Marriage & Civil Partnership	<p>Need to examine how this cross cuts with other areas.</p>	<p>Single people are more likely to be in relative poverty</p> <p>Single parent households are more likely to be in relative poverty. 90% of single parent households are headed by women.</p>	Cross cuts with sex
Pregnancy & Maternity	<p>Child poverty is focus for the Council. Pregnant mothers is a target group for support through child poverty focus. Cross cuts with sex.</p>	<p>Six family types are most likely to be affected by disadvantage and child poverty. This included families where members are affected by equalities issues and considered to have protected characteristics. Families with young mothers, children under 1 year old are included in the focus. Cross cuts with sex</p>	<p>Reduced provision may affect efforts to reduce poverty for this group. Cross cuts with Sex.</p>
Race	<p>Our child poverty report notes people from BME groups as a priority group.</p> <p>higher levels of BME population live in areas of higher deprivation and inequality has widened in last decade.</p> <p>Language barriers exist which reduce</p>	<p>Six family types are most likely to be affected by disadvantage and child poverty. This included families where members are affected by equalities issues and considered to have protected characteristics</p> <p>People from BME groups more likely to me more income deprived.</p> <p>The Coalition for Racial Equality and Rights 2024</p>	<p>Reduced provision may affect efforts to reduce poverty for this group.</p>

	ability to access support services.		
Religion and Belief	Need to examine how this cross cuts with other areas	Relative poverty rates higher for ethnic minorities (https://data.gov.scot/poverty/#Ethnicity) Most BME groups are more likely to be in relative poverty and higher child poverty than White ethnic groups.	Potentially more negative on groups who are in relative poverty.
Sexual Orientation		https://www.gov.scot/publications/sexual-orientation-scotland-2017-summary-evidence-base Unemployment levels of LGBQ residents is 3x higher than other residents. 27% live in areas of highest deprivation compared to 19% of heterosexual adults.	Reduced provision may impact this group disproportionately

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

The options have been developed 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 basis?

Working4U has a monitoring framework for reporting output and impacts of its activities. This includes key performance indicators illustrating the statistics for the number of people supported and the outcome of that support. This will provide information that will determine how funding resources are deployed.

Q7 What is your recommendation for this policy?

Introduce

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

Likely negative impacts especially for women, disabled people, children and young people including UNCRC rights, people from BME groups. All the proposed options have a negative effect on our ability to address poverty and support disadvantaged individual and households to escape from poverty.

The Council continues to face significant financial challenges and cannot sustain the level of service currently being offered.

Assessment No	1399	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	MacFarlane	Chief Officer

Members	Gail Macfarlane Ricardo Rea Ian Bain
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN06 No longer offer Saturday cremations
	The aim, objective, purpose and intended outcome of policy
	Efficiency
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Greenspace Manager Burial 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)	Yes
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	No

Who will be affected by this policy?
Potentially, members of the public who may require or wish a Saturday cremation and visitors wishing to view the Book of Remembrance
Who will be/has been involved in the consultation process?
Burial Service Greenspace Manager

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact			
Sex			
Gender Reassign			

Health			
Human Rights	Article 8 of the European Convention of Human Rights has been engaged in relation to issues around burials and cremations.	A review of relevant case law does not suggest that Article 8 would be infringed by removing Saturday cremations, and that the change is proportionate given the legitimate aims of the Council in this case Reference: 'Guide on Article 8 - Right to respect for private and family life, home and correspondence'	Neutral
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

The Council will continue to support families of the bereaved as much as they are able to provide a suitable option.

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

The cremation service is monitored and the number of funerals are reported

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1399: Removing the option of a Saturday cremation, may make it more difficult for residents and non residents to access a suitable booking as quickly as they wanted to do this in West Dunbartonshire. In mitigation, the service will continue to support users of the service to deliver acceptable solutions.

Assessment No	1379	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood

Members	Grounds Service
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN07 Savings Option Reduction in street cleaning
	The aim, objective, purpose and intended outcome of policy
	<p>The proposal is the reduction in street sweeping and litter collection. This will reduce the street cleaning and litter collection frequencies. The resources available will target locations that have increased visitor numbers such as town centres with outlying areas and housing estates have a reduced service.</p> <p>The operatives also undertake response to weather conditions and filling of grit bins in the winter period, and this can impact on our ability to respond.</p>

	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Grounds Service

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	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?
Communities, residents and businesses.
Who will be/has been involved in the consultation process?
Grounds Service. Feedback from Citizen's Panel and Recycling surveys to the public in 2022 and 2023 respectively showed support for increasing the number of litter bins in public areas.

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	Cross cutting impacts should be considered	Note areas in the assessment above.	The areas above cross cuts in terms of appearance of the area

Disability	It is important that routes are accessible.	Officer assessment that accessibility will be maintained.	Neutral.
Social & Economic Impact	The cleanliness and maintenance of both urban and rural areas adversely impacts the perception of an area.	Areas with a lower level of maintenance and street cleanliness align with areas of higher deprivation and can impact on investment opportunities and local pride.	There may be a potential negative impact on the physical appearance of the area.
Sex	<p>Employees affected are predominately male.</p> <p>It is important that routes are accessible for those using prams.</p>	<p>This will have an increased impact on men and their employment opportunities.</p> <p>Officer assessment that accessibility will be maintained.</p>	<p>There may be a potential negative impact on male employees.</p> <p>Neutral in terms of accessibility.</p>
Gender Reassign			
Health	Health and Wellbeing is a priority in the WDC 2022-27 Strategic Plan.	Physical environment can influence physical and mental health. If there is an increase in litter and general untidiness this can impact on mental health.	There may be a potential minimal negative impact on the health of our residents based on the physical appearance of the area..
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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.

Following a successful pilot of larger bins these may be provided at appropriate locations, this is an idea supported by surveys of the public in West Dunbartonshire.

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

Yes, through performance indicators

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1379: The proposals considered are of activities that are delivered in excess of the statutory level. Areas not maintained or a lower level of street cleanliness align with areas of higher deprivation and can impact on investment opportunities. Accessibility of public areas will be maintained. Following a successful pilot of larger bins these may be provided at appropriate locations, this is an idea supported by surveys of the public in West Dunbartonshire.

If grounds and/or seasonal operatives are reduced this adversely affects employment opportunities, and male workers because of gender balance of our workforce.

Assessment No	1397	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	chief Officer - Roads & Neighbourhood

Members	Roads Manager Asset Manager Economic Development Manager
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN08 Introduction of Parking Charging (March option)
	The aim, objective, purpose and intended outcome of policy
	To introduce the implementation of parking charging to improve access to town centre facilities by encouraging turnover and improving parking management.

	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Roads Manager Asset Manager Regeneration Team

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
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?
residents, visitors, business owners, those working and living within the town centre
Who will be/has been involved in the consultation process?
The council would be required to promote traffic regulation orders to implement charging scheme. There is a statutory consultation period required, and statutory consultees such as Police Scotland and other stakeholders will have opportunity to respond. Wider consultation is also undertaken with residents able to raise objections, concerns, queries.

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.

Specific group to consider	Needs	Evidence	Impact
Age	The Council has focus on reducing child poverty	Older people are more likely to have ambulatory impairments Cross cuts with considerations under UNCRC and health	Positive for both older people and children especially younger children in terms of accessibility

		Younger adults are more likely to be in relative poverty than older people	Younger families if they have no alternative than using High Street parking may be more negatively affected
Cumulative and intersectional impacts	Cross cuts with parking enforcement measures, which have recently come into place	The range of negative and positive impacts noted may combine for different groups e.g. those more likely to be income deprived if they have no alternative but to park in the charged zone. Similarly benefits may multiple for some e.g.	Positive in terms of encouraging active travel Positive in terms of reducing noise and air pollution
Disability	The Council has an anticipatory duty in terms of disability access Council has a commitment to keeping pavements clear	blue badge holders do not need to pay to park if displaying their badge. There will also be enforcement undertaken in car parks so that will reduce misuse of disabled spaces.	Positive in terms of less misuse of disabled spaces. Blue Badge holder who display do not need to pay.
Social & Economic Impact	Fairer Scotland Duty Consumer Scotland Duty; The assessment covers the need to have due regard to the Duty	Parking cars in some areas will now attract a charge Evidence on the impact of parking on high streets is mixed with both positive noted, such as earlier parking allow people to access businesses, and negative impact such as reduced footfall and is influence by a variety of factors. It is also note that High Street usage and economy across the UK has been in decline for a number of other reasons. https://www.britishparking.co.uk/write/Documents/Re-thinking_Car_Parking.pdf	Impact may be more negative in terms of expenditure for people with less disposable income if they have no alternative but to use a car. There may be some negative and positive impacts on local businesses, evidence being mixed.

Sex	Economic circumstances need to be considered, as due gender roles that affect how people move about	<p>Single adult households are more likely to be in relative poverty. 90% of single parent households are headed by women.</p> <p>Women are more likely to have caring roles. this may mean using push chairs or wheelchairs.</p> <p>Women because of caring roles may need to make more multi stop journeys than men.</p> <p>Women are more heavily reliant on the public sector</p>	<p>May be negative in terms of expenditure for women</p> <p>May be positive in terms of getting about as part of caring role, e.g. push chair/wheelchair users</p>
Gender Reassign	Economic circumstances need to be considered	<p>A BMJ Study published in 2023 notes Trans and non-binary adults were younger, more likely to be from Asian, black, mixed or other ethnic groups and more likely to live in more deprived parts of the country.</p> <p>(Demographic characteristics, long-term health conditions and healthcare experiences of 6333 trans and non-binary adults in England: nationally representative evidence from the 2021 GP Patient Survey BMJ Open)</p> <p>In 2022 Scotland's Census found that 19,970 people were trans or had a trans history. This is 0.44% of people aged 16 and over. For West Dunbartonshire the figure was 0.31% equating to 227 people.</p>	Maybe more negative from an affordability point of view
Health	A West Dunbartonshire Local Transport Plan objective is to facilitate	Reduced car use for example for short journeys encourages active travel and reduces air and noise pollution	Positive

	access to services and opportunities , promote physical and mental well-being, prevent ill health and reduce inequality		
Human Rights	UNCRC in terms of 'protection'	In concert with parking enforcement charging may benefit children especially younger children, making walking safer and easier	Positive
Marriage & Civil Partnership	Economic circumstances need to be considered	Single adult households are more likely to be in relative poverty.	Possibly more negative for single people
Pregnancy & Maternity	Cross cuts with sex	Cross cuts with sex	Cross cuts with sex
Race	Economic circumstances need to be considered	Most BME groups more likely to be in relative poverty than most white ethnic groups Most BME groups have larger family sizes than most White ethnic groups	Impact may be more negative in terms of expenditure for people from BME groups especially
Religion and Belief	There can be cross cutting considerations between religion and belief and Race	Relative poverty rates higher for Muslims (https://data.gov.scot/poverty/#Religion) For example from Census data 90% of those who say they are Pakistani or Bangladeshi also say they are Muslim and these two ethnic groups are more likely to be income deprived Most White ethnic groups	Potentially more negative on groups who are in relative poverty
Sexual Orientation	Important to examine evidence on factors such as economic position	Relative poverty rates higher for LGB+ adults (https://data.gov.scot/poverty/#Sexual_orientation)	Potentially more negative on groups who are in relative poverty

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
Will the impact of the policy be monitored and reported on an ongoing basis?
Regular monitoring will be undertaken and reported to Committee. This will include usage of car parks.
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 1397: The introduction of car parking charges can support the management of available car parking spaces to encourage turnover and support access to town centre amenities. In concert with parking enforcement more active travel could be made. Those with lower disposable incomes, noted in the assessment may be less able to pay the charges.
Blue badge holders do not need to pay to park if displaying their badge. There will also be enforcement undertaken in car parks so that will reduce misuse of disabled spaces.

Assessment No	1377	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	Chief Officer

Members	Ian Bain Liam Greene
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN09 Saving Option Reduce Number of Apprentices
	The aim, objective, purpose and intended outcome of policy
	The proposal is to reduce the number of apprentice positions by 5 in the current structure by 5, 4 in Grounds and 1 in Roads. Current apprentices will continue to be supported throughout the remaining phases of their apprenticeship.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.

Neighbourhood 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)	Yes

Who will be affected by this policy?
There will no impact to current employees but will reduce opportunity for future apprentice applications
Who will be/has been involved in the consultation process?
Gail Macfarlane - Chief Officer Ian Bain - Greenspace and Waste Manager Jenna McCrum - Waste Strategy Project Lead Michelle McKenzie - Procurement

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.

Specific group to consider	Needs	Evidence	Impact
Age	Apprentices tend to be younger members of the community	Roles have been unfilled	Negative as the number of available roles will be reduced however these roles have been advertised previously and remain unfilled

Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	Need to have due regard to the Fairer Scotland Duty	Possibilities for community benefits are examined during procurement processes, these will be required of the successful contractor based on the value of the contract works but are determined later in the process based on the capabilities of the individual contractor.	Likely to be neutral in terms of significant impacts.
Sex	The workforce are predominately male	This will have an increased impact on men and their employment opportunities as these roles tend to be applied for more by men	There may be a potential negative impact on male employees Reduction would also affect any women wanting to apply.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
Will the impact of the policy be monitored and reported on an ongoing basis?
No
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 1377; The posts are vacant and although the service undertook recruitment, we were unable to fill the posts. This will have an increased impact on men and their employment opportunities as these roles tend to be applied for more by men. Reduction would also affect any women wanting to apply.

Assessment No	1378	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	Chief Officer

Members	Ian Bain Liam Greene
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN10 Saving Option Cease Supply and Installation of Christmas Trees
	The aim, objective, purpose and intended outcome of policy
	The proposal is to cease supplying and installing Christmas trees in 3 town centre locations
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Neighbourhood 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)	Yes

Who will be affected by this policy?
Residents, businesses, visitors
Who will be/has been involved in the consultation process?
Gail Macfarlane - Chief Officer Ilan Bain - Greenspace and Waste Manager

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

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	May impact on town centre activity during the festive period	Footfall is expected to rise during the festive period; it is unlikely town centre visitors will not visit due to absence of a tree	Likely to be neutral in terms of significant impacts.

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

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
N/A
Will the impact of the policy be monitored and reported on an ongoing basis?
No, but footfall is monitored in town
Q7 What is your recommendation for this policy?
Please provide a meaningful summary of how you have reached the recommendation
EIA 1378; The removal of Christmas trees may slightly affect footfall though not significantly during the festive period. Should any business or community wish to install a tree the Service will provide guidance and advice on requirements.

Assessment No	1400	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood

Members	Grounds Service
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	R&N11 Savings Option Reduction in street cleaning and litter collection on A82
	The aim, objective, purpose and intended outcome of policy
	The proposal is the reduction in street sweeping and litter collection on the A82. This will reduce the street cleaning and litter collection frequencies. The saving will be delivered through reduction in overtime and reduced external cost of street sweeper
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Grounds Service

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	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?
Communities, residents and businesses.
Who will be/has been involved in the consultation process?
Grounds Service. Transport Scotland

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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
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 and street cleanliness align with areas of higher deprivation and can impact on investment	There may be a potential negative impact on the physical appearance of the area.

		opportunities and local pride.	
Sex			
Gender Reassign			
Health	Health and Wellbeing is a priority in the WDC 2022-27 Strategic Plan.	Physical environment can influence physical and mental health. If there is an increase in litter and general untidiness this can impact on mental health.	There may be a potential minimal negative impact on the health of our residents based on the physical appearance of the area.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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 litter collection.

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

Yes through performance indicators

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1400: The proposals considered are of activities that do not have a set level and frequency of cleaning. The proposal is a reduction from 6 times a year to 4

times a year frequency of litter collection and sweeping. Areas not maintained or a lower level of street cleanliness align with areas of higher deprivation and can impact on investment opportunities.

Assessment No	1381	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood

Members	Working4You and Fleet Manager, Fleet Coordinator
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	R&N14 Saving Option Reduction in Hire Cars
	The aim, objective, purpose and intended outcome of policy
	The purpose of the saving option is to reduce the reliance on the use of hire cars by the council and to prioritise the procurement of fleet vehicles where vehicles are required. 10 vehicles will be purchased.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Fleet Service, procurement, service users

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)	No

Who will be affected by this policy?
Service users within the council
Who will be/has been involved in the consultation process?
Fleet Service, procurement team, service users

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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	Screened for relevance	Spend of this nature and scale is unlikely to impact inequalities. Standard procurement approach will be in place in terms of any potential community benefits	No impact in terms of reducing socio-economic inequality
Sex			

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

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
Will the impact of the policy be monitored and reported on an ongoing basis?
Fleet use will be monitored to maximise use of vehicles
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
Screening 1381: The proposal has been screened and is not relevant to any of the impact areas, therefore no impact assessment is required. Spend of this nature and scale is unlikely to impact socio-economic inequalities.

Assessment No	1460
Strategic Team	RN Budget
Lead Officer	Gail Macfarlane
Who else has been involved in developing this EIA	Ian Bain

Title	RN15 Saving Option Cease Supply of Dog Waste Bags
Description: (Provide a brief overview of the aims and objectives of this policy)	The proposal is to cease supplying dog waste bags to residents.
Who have you engaged and consulted with as part of your	Neighbourhood services
Who will be affected by this proposal?	Residents

Does the proposals involve the procurement of any goods or services?	No
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If yes, please confirm that you have contacted our procurement services to discuss your requirements and viewed the guidance	No
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Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.

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

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR) Human Rights Act/European Convention on Human Rights	No
Relevance to Health Impacts (H)	No
Relevance to United Nations Convention on the Rights of the Child (UNCRC)	No
Relevance to Social Economic Impacts (SE) or Fairer Scotland Duty (FSD)	No
Relevance to Scottish Consumer Duty (SCD)	No

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
Age		
Disability		
Gender Reassign		
Marriage & Civil Partnership		
Pregnancy & Maternity		
Race		
Religion and Belief		
Sex		
Sexual Orientation		

This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Human Rights		
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This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Health		
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This section must be completed if any there are any potential socio-economic impacts including but not limited to those covered by the Fairer Scotland Duty

Social & Economic Impact		
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This section must be completed if any potential impact on children and young people up to the age of 18

United Nations Convention on the Rights of the Child		
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This section must be completed in reference to the Scottish Consumer Duty

Scottish Consumer Duty		
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Consider cumulative impact of the proposal

Cumulative and intersectional impacts		
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

Summary of overall impact(s) of the proposal.

EIA 1460 screening; The ceasing of the provision of dog waste bags may increase the level of dog fouling but waste bags are readily available from a number of shops at a low cost in the local area.

Name of the senior manager who has approved this assessment

Gail Macfarlane

Assessment No	1454	Owner	ADouglas
Resource	Regeneration, Environment and Growth	Service	Budget R and R
	FirstName	Surname	Job Title
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration

Members	Alan Douglas
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 RR01 Communities Team
	The aim, objective, purpose and intended outcome of policy
	To reduce the Communities Team by 1xFTE Community Worker.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Former Manager of Economic Development.

Does the proposals involve the procurement of any goods or services?	Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Service users/communities that the team support.
Who will be/has been involved in the consultation process?
Chief Officer Citizens, Culture and Communities, former Manager of Economic Development.

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.

Specific group to consider	Needs	Evidence	Impact
Age	Council Equality Outcome on increasing participation of younger people	Anecdotal backed by national studies regarding the importance of youth engagement and the isolation of older people in communities.	Potentially some negative impact for some groups with a focus on older or young people. Note also work will continue with younger people through the youth learning team.
Cumulative and intersectional impacts			
Disability	Council Equality Outcome increasing participation of disabled people.	Disabled people and those living in a household with a disabled person are more likely to be less able to participate fully in community life.	Potentially some negative impact for some groups with a focus on disabled people
Social & Economic Impact	Tackling poverty especially child poverty is priority for the Council.	Some groups which the Communities Team work with have a focus on reducing effects of socio-economic inequality.	The reduction in resource may result in reduced ability to tackle the effects of economic and financial inequality for some groups.
Sex			
Gender Reassign			
Health			
Human Rights			

Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Council Equality Outcome increasing participation of BME groups.	BME groups are more likely to have barriers to participate fully in community life.	This proposal may have a potentially negative impact on the support that the team can provide for participation of BME groups. Other avenues for participation do exist for example through West Dunbartonshire Equality
Religion and Belief			
Sexual Orientation			

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

The requirement to make savings to sustain core Council services requires measured reductions in services across the Council. A core team will be retained and along with other savings proposals, there will be a partial focusing of services on particular areas of demand. No disproportionate impact on any protected characteristic or other monitored characteristic is anticipated for staff.

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

The impact will not be formally measured however the Communities Team will continue to be involved with communities and will report back to management any concerns and impacts.

Q7 What is your recommendation for this policy?

Introduce

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

The requirement to make savings to sustain core Council services requires measured reductions in services across the Council. A core team will be retained and along with other savings proposals, there will be a partial focusing of services on particular areas of demand.

Assessment No	1453	Owner	ADouglas
Resource	Regeneration, Environment and Growth	Service	Budget R and R
	FirstName	Surname	Job Title
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration

Members	Alan Douglas
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 RR08 Assistance to Businesses
	The aim, objective, purpose and intended outcome of policy
	To reduce the sums available for Business Development Grants by £10k (approximately 14%).
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Business Support - Economic Development

Does the proposals involve the procurement of any goods or services?	Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
Persons in need of finance seeking to establish or expand a small business in West Dunbartonshire.
Who will be/has been involved in the consultation process?
Business Development Section and the Chief Officer: Regulatory and Regeneration have discussed the 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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact	<p>More socioeconomically deprived entrepreneurs can find it difficult to access mainstream business funding due to the increasing automation of decision making based on financial track record by lending institutions. The reduction of the availability of Local Authority Business Development grants which may be less dependent on such data could limit scope for business expansion / support.</p>	<p>Scottish National Investment Bank: Fairer Scotland Duty assessment (https://www.gov.scot/publications/scottish-national-investment-bank-fairer-scotland-duty-assessment/pages/4/)</p>	<p>Potentially lower available funds for more socioeconomically deprived business owners.</p>
Sex			

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

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

The relatively modest reduction still addresses the Council's requirement to make savings. While there may be a reduced ability to access this particular fund the Business Development service will continue to offer support to businesses based on clear business need and the robustness of the business case and a fund of £160k will remain available.

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

No. There is no real means to actively monitor the impact.

Q7 What is your recommendation for this policy?

Introduce

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

The benefit to the local authority in identifying savings is considered to outweigh the disadvantages and avoid reductions in services more directly impacting the citizens of West Dunbartonshire.

2026/27 BUDGET – MANAGEMENT ADJUSTMENTS

Assessment No	1374	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Sharon	Jump	Facilities Manager

Members	Sharon Jump – Facilities Manager Margaret Lamont – Facilities Officer Jennifer McAdam – Facilities Officer Michelle McCorrisken – Facilities Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	CCF12 FM Service Operating Model
	The aim, objective, purpose and intended outcome of policy
	<p>The FM Service Redesign will respond to evolving service needs, feedback received including as part of staff survey responses and Scottish Government policy changes. The revised model will provide additional support for frontline employees, introduce development and progression opportunities and ultimately deliver a more resilient, efficient and sustainable service.</p> <p>The changes deliver:</p> <ul style="list-style-type: none"> • introduce first tier Cluster Manager role (Cleaning & Janitorial) provision to deliver SOM compliance and enhance frontline support and clear career progression • revised cluster model based on geographical areas across the authority • opportunity to implement new processes via technology supported via Digital Champions • opportunity to review ways of working, roles and service delivery to provide more resilient, effective and efficient service <p>In summary, the process will incorporate:</p> <ul style="list-style-type: none"> • review of current operating model and effectiveness <ul style="list-style-type: none"> • review of all frontline role profiles • creation of new Cluster Manager role (Cleaning & Janitorial, grade to be determined) • review of catering management (Cooks and Catering Managers) • consideration given to creating a Senior Facilities Operative roles (grade to be determined) <ul style="list-style-type: none"> • creation of Universal Facilities Operative role to allow for contingency across the service

	<p>This would facilitate consistency of approach across the whole service in terms of management supports</p> <p>The structure will:</p> <ul style="list-style-type: none"> • increase support and supervisory presence with the number of cluster managers across the service • enable team leaders to line manage cluster managers and be Standard Operating Model (SOM) compliant. • increase capacity ensuring service standards are maintained and processes followed • increase resilience and capacity to respond to the increased face to face contact time required to support employee wellbeing, mental health, and Be the Best conversations • enable the team to better work in line with the Scottish Government Fair Work framework in terms of improving engagement with employees to ensure the 'employee voice' is heard. • provide for better employee engagement which is linked to lower rates of turnover, improved sickness absence levels and increased morale and job satisfaction. • create a more robust team which will be able to provide cover throughout the entire FM Service
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	FM Staff, HR, TUs, Education

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)	No

Who will be affected by this policy?
Employees
Who will be/has been involved in the consultation process?

Staff, HR, TU

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.

Specific group to consider	Needs	Evidence	Impact
Age	<p>Given the composition of the workforce, and that the role of supervisors is required to ensure the smooth running of the service we need to ensure this will continue but will be more efficient and therefore effective.</p> <p>The Council needs to consider requests for flexible working</p>	<p>The workforce is predominantly female, resident in West Dunbartonshire. A significant number of the workforce are aged 50 plus</p> <p>Older people are more likely to have impairment than older people thus cross cuts with disability</p>	<p>Service Users – no impact</p> <ul style="list-style-type: none">• Service provided to schools and children, particularly schools meals and cleaning will not change. <p>Employees – potentially negative</p> <p>Staff may not be able or willing to change if new work pattern is required. Role specification may change to reflect current need and legislation, The structure redesign may involve work pattern/ work hours/ reduced hours or increased hours, less travel time/ reduced travel expenses. This may impact on income. It could also result in the person being worse off financially. Employees would be supported through existing policies including Switch and VS/ER</p>

			<p>may be an option for FM staff</p> <ul style="list-style-type: none"> • Those with caring responsibilities / may not be able to move if new work pattern introduced. <p>Positive – employees</p> <ul style="list-style-type: none"> • There will be an increase in contracted hours for employees, this could benefit the workforce as they have access to more hours, than they did before this re-design. • Cross skilling and up skilling/ opportunities <p>Less travel for some</p> <p>.</p> <p>Positive- Service Users</p> <ul style="list-style-type: none"> • Service will be more resilient and effective ensuring provision is maintained
Cumulative and intersectional impacts	<p>Training needs analysis has been carried out.</p> <p>The Council needs to consider requests for flexible working</p> <p>Interacting factors need to be taken into account</p>	<p>The introduction of new cluster managers will mean a change in operational supervision</p> <p>Training and supervision will be required to embed this</p>	<p>Positive;</p> <p>Knowledge transfer through training</p> <p>Service strengthened and more resilient, staff team better supported.</p> <p>Opportunities for progression</p>
Disability	<p>Ensure reasonable adjustments are in place for any staff who require them</p>	<p>Older people are more likely to have impairment than older people thus cross cuts with disability</p>	<p>No anticipated Impact</p> <p>Reasonable adjustments will continue to be made</p>

	The process of restructuring itself needs to be accessible and make adjustments if required	<p>There are more disabled women than men in the UK, the only exception is among children under the age of 15. (DWP data for 20-23)</p> <p>Households with a disabled member are more likely to be in relative poverty than those with no disabled members</p>	as required.
Social & Economic Impact			
Sex	<p>We need to take into account differential impacts</p> <p>The Council needs to consider requests for flexible working</p>	<p>Profile of workforce. More women will be affected than men. Women are more likely to be in poverty than men e.g. women make up 90% of single parents. Women are more likely to be care givers.</p> <p>Women are more reliant on child care than men in terms of accessing employment.</p> <p>Failure to allow flexibility for someone to care for a child, or perhaps a disabled relative such as a parent, can potentially be indirect sex discrimination contrary to the Equality Act, on the basis that lack of flexibility tends to put female workers at a disadvantage as being more usually primary carers. A male worker</p>	<p>Potentially positive as opportunities for progression.</p> <p>Potentially Negative; The workforce is predominantly female. There could be an impact if the worker cannot move to the new work pattern/ role/ geographical area allocated. There could be a reduced income to the household.</p> <p>Those with caring responsibilities/may not be able to move to the new work model. However, support through Council policies including redeployment via Switch</p>

		who is a primary carer may now also be able to claim under s.19A (above "Same disadvantage" indirect discrimination).	
Gender Reassign	Assess for any differential impact	No evidence that proposals would have any affect this group	No anticipated impact
Health	Employee Wellbeing is of paramount concern and WDC aim to ensure that all relevant supports are in place to help employees and managers who need support and to help them maintain good health.	Staff - The commitment to supporting employees remains of paramount importance. Any employees and managers affected by the changes required will be supported through all appropriate channels	Implementation of this change may be a time of anxiety for those affected e.g. change of line manager, new areas to supervise. Each individual will be supported to make the transition to the new structure as smooth and comfortable as possible. Employees will be reminded of supports available as part of the consultation process and throughout
Human Rights	We need to ensure that services are provided in a way that is in line with the Human Rights Act/ECHR	The redesign should support staff children's rights in terms of provision. See above under disability.	Positive in terms of maintaining and improving provision.
Marriage & Civil Partnership	Assess for any differential impact	No evidence that proposals would have any affect this group	No anticipated impact
Pregnancy & Maternity	Some staff of child-bearing age working within FM, who are likely to experience pregnancy and maternity	WDC pregnancy and maternity Policy applies to all staff.	No anticipated Impact.
Race	Assess for any differential impact	No evidence that proposals would have any affect this group	No anticipated impact

Religion and Belief	Working shifts could impact on attending religious services	NRS analysis of population data suggests that Scotland is becoming more ethnically and religiously diverse	Employees – Positive Employees can request adjustments to their work pattern if suitable to the service.
Sexual Orientation			

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

The service is currently not able to fully deliver, and resilience is a significant concern. A new model is required to address these challenges and create a sustainable service. The proposed model also addresses the key challenges identified within the service, takes into account employee feedback and aligns with the Council's People First strategy in terms of fair working practices, career progression and workforce planning.

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

Employees had the opportunity to feedback as part of the consultation process and working groups. In addition, service delivery will be monitored through delivery planning and performance monitoring. Employee surveys will be repeated in future to seek feedback once implemented.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1374: Details some potential positive impacts service users. There are a mix of potential positive and negative impacts for staff. As the vast majority of staff are female this means that this group would be more likely affected. A significant proportion of the workforce is over fifty and this cross cuts with considerations around sex. If some workers are not able to fit with the new shift patterns they could see some financial loss. The shift patterns may however offer more flexibility for some.

Assessment No	1375	Owner	rrea
Resource	Transformation	Service	Budget CCF
	FirstName	Surname	Job Title
Head Officer	Amanda	Graham	Chief Officer - CCF
Members	Amanda Graham, Chief Officer - CCF		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	CCF 13 Vacant post deletion		
	The aim, objective, purpose and intended outcome of policy		
	The Facilities Management (FM) Service was restructured earlier this year creating additional support for frontline employees. There is a vacancy (G6 post) which is outwith the core management team and a number of the duties had previously been subsumed into the newly created posts. The option will see the G6 vacancy removed from the structure.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	FM employees		
Does the proposals involve the procurement of any goods or services?		No	
If yes, please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		No	
Relevance to Human Rights (HR)		No	
Relevance to Health Impacts (H)		No	
Relevance to Social Economic Impacts (SE)		No	
Who will be affected by this policy?			
Vacant post being deleted			
Who will be/has been involved in the consultation process?			
FM			
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.			
Specific group to consider	Needs	Evidence	Impact

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

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

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

Q7 What is your recommendation for this policy?

Introduce

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

Screening 1375: The saving would be achieved via a vacancy therefore the screening has not identified an assessment as being required.

Assessment No	1449	Owner	ndocherty
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Gillian Hamilton Claire Cusick
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 EDU18 Right size Free School Meal, Alternative Holiday Payments and School Clothing Grant budgets
	The aim, objective, purpose and intended outcome of policy
	<p>At present children and young people are eligible for Free School Meals (FSM) where their household income is below a set threshold. In addition, Scottish Government provide FSM to all P1-P5 pupils. During school holidays, an alternative to the school lunch is provided in the form of payment to parents. The budget in 2025/26 is £563k and the total estimated cost is £535k, representing a £28k underspend (in 2024/25, expenditure was £568k).</p> <p>Similarly, dependent on circumstances, families are eligible for a school clothing grant of £120 per primary child per year and £150 per secondary child per year. Currently 3,679 families receive this grant. The budget in 2025/26 is £605k and the total estimated cost is £502k, representing a £103k underspend.</p> <p>Falling school rolls have had an impact on eligibility numbers for free school meals, alternative to meals holiday payments and school clothing grants. As a consequence, current projections show a favourable variance against all three of these areas and there is scope to reduce these expenditure budgets.</p>
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Education Management Team

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

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

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
Will the impact of the policy be monitored and reported on an ongoing basis?
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA screening 1449: This option relates to right sizing of budget to match expenditure. A screen did not reveal any relevance to the areas we assess; therefore no Equality Impact Assessment is required.

Assessment No	1382	Owner	alison.bowers
Resource	Transformation	Service	Budget Ed
	FirstName	Surname	Job Title
Head Officer	Gillian	Hamilton	Chief Education Officer

Members	Gillian Hamilton - Chief Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Andrew Brown - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist Alison Bowers - Senior Education Officer
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	Management Adjustment - EDU 24 - ELC Central Support Officer Post
	The aim, objective, purpose and intended outcome of policy
	<p>Summary of Savings/Management Adjustment Proposal</p> <p>Currently within the ELC central team there are 4 Link Officers. These Link Officers provide improvement and quality support to our 29 WDC ELC settings and 12 Partner settings. 2 of these Link Officers are employed with Teacher's terms and conditions, one of them is an Education Officer and the other is a Principal Teacher. They are both employed on a term time basis.</p> <p>The other 2 Link Officers are Education Support Officers and are employed under Administrative, Professional, Technical & Clerical (APT & C) terms and conditions. One of the Education Support Officers is currently employed on a temporary basis, and the other Education Support Officer has resigned from their post and left at the start of December 2025. The temporary post comprises of the 0.5fte Education Support Officer post and 0.5fte to cover for the Education Officer post as the Education Officer has a temporary flexible working arrangement of 0.6fte. They are both employed on a 52 week basis to support in the running of our ELC service out with term time.</p> <p>These ELC central staff have responsibility for supporting all our settings across the WDC ELC estate and have strategic lead roles for specific aspects of ELC service delivery.</p> <p>A previous management adjustment was taken in session 24/25 where one of the Education Support Officer posts was reduced from 1fte Term Time to 0.5fte Term Time.</p>

	As one of the Education Support Officers has recently resigned from post this proposal would involve deleting the remaining 0.5 fte of the Education Support Officer (Term Time) post, creating a saving of £28K. The remaining Education Support Officer post which has become vacant would be filled on a 52 week basis and the temporary filled post would no longer exist. This would reduce the ELC Link Officers to 3fte and these staff would be required to adopt more innovative and automative approaches to manage the revised workload.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Chief Education Officer, ELC Central Team.

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
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 will impact on the support available to ELC services within WDC. Staff and indirectly parents and children.
Who will be/has been involved in the consultation process?
Consultation with CEO, SEOs, ELC Central Team, HT/HOC's, HR, 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.

Specific group to consider	Needs	Evidence	Impact
Age			

Cumulative and intersectional impacts	Important to look at cross cutting impacts.	Membership of more than one disadvantaged group will multiply affects.	Impacts should be considered in the round.
Disability			
Social & Economic Impact	Council focus on raising attainment may be impacted as quality in settings could be reduced due to reduced support.	ELC Central Team will be less able to provide support to ELC settings with a reduces resource, potentially impacting on attainment and outcomes for children and families.	Negative impacts on service users.
Sex	Removal of post could have more of an impact on women in the workforce.	Predominantly ELC has a high percentage of females in the workforce.	Potentially more negative for women in terms of staffing due to workforce demographics.
Gender Reassign			
Health			
Human Rights	UNCRC Article 28 - Children's right to an education. The quality of children's education could reduce due to reduced support from central team.	This could have an impact on the time and quality of support that could be provided to ELC settings.	Potentially negative impact in terms of 'provision'. Remaining central team will look to adopt more innovative approaches to reduce impact. Also aim to upskill managers within settings to ensure quality of provision for children and their education is not impacted.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			

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

The Council is operating in a financial challenging environment. This proposal is being brought forward as part of work to set a balanced budget as per legal obligations.

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

We will monitor impact by consulting with staff and settings impacted.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1382: The EIA notes potential negative impacts for female service users. Provision may be less good for children, which is area that we need to consider in terms of equality and UNCRC. There are some potential negative impacts for employees, with women more likely to be affected by reductions. Remaining employees will be required to find more innovative ways of working to ensure that this reduction does not negatively impact service users.

Assessment No	1318	Owner	JGALLACHER
Resource	Transformation	Service	People and Technology
	FirstName	Surname	Job Title
Head Officer	James	Gallacher	ICT Manager

Members	James Gallacher, Ricardo Rea
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	PT06 Savings Option - Reduce Microsoft 365 licences
	The aim, objective, purpose and intended outcome of policy
	To reduce the volume of Microsoft 365 E3 licences and delivery savings.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	ICT, CO People & Technology, Policy and Strategy Team

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
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?
WDC Corporate Employees.
Who will be/has been involved in the consultation process?
ICT, OD, Comms. Education, Policy and Strategy Team potential to add SMT and elected members.

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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability	Systems need to be accessible to council employees including those with visual impairments and learning difficulties such as Dyslexia	There will still be a license for each user.	Likely neutral impact
Social & Economic Impact	The Council has a duty to obtain Best Value. The Council must keep in mind the Fairer Scotland Duty when making strategic financial decisions.	Reduces the costs associated with technology.	Positive impact for Council finances. No likely effect outside of this.
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

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

365 licence requirements are continuously monitored to maximise usage of licences and to deliver savings where possible.

Q7 What is your recommendation for this policy?

Introduce

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

EIA 1318: The proposal is relevant to equality in relation to disability, as our systems need to be accessible for our users. It is likely that the proposal will have a neutral impact as sufficient licenses will be in place for all users.

Assessment No	1364	Owner	JGALLACHER
Resource	Transformation	Service	Budget P and T
	FirstName	Surname	Job Title
Head Officer	James	Gallacher	ICT Manager

Members	James Gallacher, ICT Manager Victoria Rogers, Chief Officer People & Technology
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	PT07 Reduction in ICT Support
	The aim, objective, purpose and intended outcome of policy
	To reduce the ICT service by 1 FTE
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Consultation with P&T Chief Officer, Strategic HR and ICT Management team

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes

Who will be affected by this policy?
ICT employees
Who will be/has been involved in the consultation process?
Consultation with P&T Chief 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.

Specific group to consider	Needs	Evidence	Impact
Age	The council must meet public sector equality duty.	The age group are 55 to 60, and 60 to 65 group. These groups more likely to be affected, though other may be as well.	Workforce Potential to have negative on older groups because of workforce demographics however the council is providing early retirement or switch policy to support employees.
Cumulative and intersectional impacts	We should consider cumulative and cross cutting impacts.	Longer wait times will impact all employees and external service users.	Likely negative in terms of productivity.
Disability	The Council has a duty to ensure that services are accessible to disabled people and that reasonable adjustments are made for disabled staff when required. It is important that reasonable adjustments are not only made, but also made in good time.	Longer wait times will impact all employees and external service users. Disabled people are more likely to experience financial hardship.	Service provision Potentially negative for disabled employees if this impacts reasonable adjustments Workforce Potential to have negative impact 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	Important to gauge any differential impact in terms of sex	Sex mix of further affected group is equal.	Likely to be neutral in terms of 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			

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

The Council is facing a financial challenge and this proposal is being brought forward to support work to balance its budget.

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

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 your recommendation for this policy?

Introduce

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

EIA 1364: It may take longer to carry out adjustments for disabled staff as reduction in support areas will mean longer waiting times for support, reduced ICT Tech Bar support and incident/request resolution in corporate and partner areas. External service users would also be affected.

In terms of staff because of affected workforce demographics older age groups and disabled people are more likely to be impacted negatively by a reduction in head count.

Assessment No	1368	Owner	GMacfarlane2
Resource	Regeneration, Environment and Growth	Service	Budget R and N
	FirstName	Surname	Job Title
Head Officer	Gail	Macfarlane	Chief Officer

Members	Jenna McCrum - Waste Strategy Project Lead Ian Bain - Greenspace and Waste Manager Gail Macfarlane - Chief Officer Laura Adams - Procurement
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RN12 Saving Option Separating Garden and Food Waste - Management Adjustment
	The aim, objective, purpose and intended outcome of policy
	The proposal is to separate garden and food waste for collection and processing. The cost of comingled waste is significantly higher for processing than the treatment of garden waste and food waste separately. There is a requirement to procure food caddies and food waste vehicles. The procurement of food waste vehicles is underway but to address any lead in times it may be required to undertake a short-term hire.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Waste services Neighbourhood services Procurement Residents

Does the proposals involve the procurement of any goods or services?	Yes
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	Yes

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No

Relevance to Social Economic Impacts (SE)	Yes
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Who will be affected by this policy?

Effects are not expected on individuals by this policy, additional bin will be provided and communications strategy undertaken.

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

Gail Macfarlane - Chief Officer
 Ian Bain - Greenspace and Waste Manager
 Jenna McCrum - Waste Strategy Project Lead
 Michelle McKenzie - Procurement

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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts	Scottish Consumer Duty	Discussions with some consumers e.g. BSL users have noted confusion over current arrangements. The proposed arrangements could address some of these issues.	Could be positive for consumers of Council services
Disability			
Social & Economic Impact	Need to have due regard to the Fairer Scotland Duty	Possibilities for community benefits are examined during procurement processes, these will be required of the successful contractor based on the value of the contract works but are determined later in the process based on the capabilities of the individual contractor.	Likely to be neutral in terms of significant impacts.
Sex			
Gender Reassign			

Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
N/A
Will the impact of the policy be monitored and reported on an ongoing basis?
Yes, monitored through waste strategy
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 1368; The waste strategy sets out this action to separate food and garden waste. Will deliver financial savings as treatment is at reduced cost when not comingled material. There could be a positive impact for some residents in having a simpler system, and clear communication is needed especially for some equality groups such as British Sign Language users. Residents will be informed through communications strategy when implemented.

Assessment No	1455
Strategic Team	RR Budget
Lead Officer	Alan Douglas
Who else has been involved in developing this EIA	Alan Douglas

Title	2627 RR02 Secondment to Clydebank Neighbourhood Board
Description: (Provide a brief overview of the aims and objectives of this policy)	<p>Secondment to Clydebank Neighbourhood Board of a Grade 8 from the Regeneration team to be the Programme Manager for the programme of interventions.</p> <p>The post will be back-filled by secondment of a Community Worker to the Regeneration Team to aid with community engagement on future regeneration proposals.</p> <p>It is anticipated that whilst the resource will be drawn from the Communities Team and therefore apparently reduce capacity, the net impact is likely to be positive or neutral as it permits a focus on community response to key regeneration activities which can otherwise appear to be formulated without community input.</p>
Who have you engaged and consulted with as part of your	Former Manager of Economic Development .
Who will be affected by this proposal?	<p>Clydebank Neighbourhood Board.</p> <p>Citizens and groups consulted on future regeneration proposals.</p> <p>Citizens and groups who the Communities Team interact with.</p>

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements and viewed the guidance	No

Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.
You must indicate if there is any relevance to the six areas

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR) Human Rights Act/European Convention on Human Rights	No
Relevance to Health Impacts (H)	No
Relevance to United Nations Convention on the Rights of the Child (UNCRC)	No
Relevance to Social Economic Impacts (SE) or Fairer Scotland Duty (FSD)	Yes
Relevance to Scottish Consumer Duty (SCD)	No

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
Age	Anecdotal backed by national studies regarding the importance of youth engagement and the isolation of older people in communities.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key regeneration activity. Direct engagement with young people will also continue through the youth learning team
Disability	Disabled people and those living in a household with a disabled person are more likely to be less able to participate fully in community life.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key regeneration activity.

Gender Reassign	No anticipated impact.	No anticipated impact.
Marriage & Civil Partnership	No anticipated impact.	No anticipated impact.
Pregnancy & Maternity	No anticipated impact.	No anticipated impact.
Race	BME groups are more likely to have barriers to participate fully in community life.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key regeneration activity.
Religion and Belief	No anticipated impact.	No anticipated impact.
Sex	No anticipated impact.	No anticipated impact.
Sexual Orientation	No anticipated impact.	No anticipated impact.

This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Human Rights	No anticipated impact.	No anticipated impact.
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This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Health	No anticipated impact.	No anticipated impact.
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This section must be completed if any there are any potential socio-economic impacts including but not limited to those covered by the Fairer Scotland Duty

Social & Economic Impact	Some groups which the Communities Team work with have a focus on reducing effects of socio-economic inequality.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key regeneration activity. It is
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		believed that successful regeneration and economic development activity contributes significantly to increased economic activity and so assists those suffering socio-economic disadvantage.
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This section must be completed if any potential impact on children and young people up to the age of 18

United Nations Convention on the Rights of the Child	No anticipated impact.	No anticipated impact.
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This section must be completed in reference to the Scottish Consumer Duty

Scottish Consumer Duty	No anticipated impact.	No anticipated impact.
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Consider cumulative impact of the proposal

Cumulative and intersectional impacts	No anticipated impact.	No anticipated impact.
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

Summary of overall impact(s) of the proposal.

The requirement to make savings to sustain core Council services requires measured reductions in services across the Council. A core team will be retained and along with other savings proposals, there will be a partial focusing of services on particular areas of demand which are anticipated to be positive.

Name of the senior manager who has approved this assessment

Alan Douglas

Assessment No	1456
Strategic Team	RR Budget
Lead Officer	Alan Douglas
Who else has been involved in developing this EIA	Alan Douglas

Title	2627 RR03 Capacity Funding - Plan For Neighbourhoods
Description: (Provide a brief overview of the aims and objectives of this policy)	<p>The proposal would see the partial funding of two posts (50% of a Community Worker and 25% of a Project Development Officer) within the Communities Team to support Community Development work on behalf of the Clydebank Neighbourhood Board rather than the programme of work being delivered by consultants.</p> <p>The proposal would see the fund meeting 50% of a Grade 5 Community Worker and 25% of a Grade 6 Project Development Officer to support the Pride In Place programme of work being developed by the Clydebank Neighbourhood Board.</p>
Who have you engaged and consulted with as part of your	<p>Former Manager of Economic Development.</p> <p>Chair of Clydebank Neighbourhood Board.</p>
Who will be affected by this proposal?	<p>Clydebank Neighbourhood Board.</p> <p>Citizens and groups consulted on future Clydebank Neighbourhood Board initiatives proposals.</p> <p>Citizens and groups who the Communities Team interact with.</p>

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements and viewed the guidance	No

Relevance screening: If the proposal/policy is relevant to any of the six areas then an Equality Impact Assessment must be carried out.
You must indicate if there is any relevance to the six areas

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
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Relevance to Human Rights (HR) Human Rights Act/European Convention on Human Rights	No
Relevance to Health Impacts (H)	No
Relevance to United Nations Convention on the Rights of the Child (UNCRC)	No
Relevance to Social Economic Impacts (SE) or Fairer Scotland Duty (FSD)	Yes
Relevance to Scottish Consumer Duty (SCD)	No

Consider any needs and policy drivers e.g. Council or national strategies and plans /and any barriers which equality groups may have in relation to this policy.

List evidence you are using to support this assessment.

Consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers and state the potential impact.

Specific group to consider	What Key Drivers and Evidence has been used to inform this assessment. (i.e. national statistics - Scot Govt; or local statistics - workforce data, Citizens Panel)	For each group, state the potential Impact – Positive/Negative/Neutral
Age	Anecdotal backed by national studies regarding the importance of youth engagement and the isolation of older people in communities.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key decisions about Clydebank. Direct engagement with young people will also continue through the youth learning team
Disability	Disabled people and those living in a household with a disabled person are more likely to be less able to participate fully in community life.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key decisions about Clydebank.
Gender Reassign	No anticipated impact.	No anticipated impact.
Marriage & Civil Partnership	No anticipated impact.	No anticipated impact.

Pregnancy & Maternity	No anticipated impact.	No anticipated impact.
Race	BME groups are more likely to have barriers to participate fully in community life.	It is anticipated that while this proposal will reduce the capacity to undertake wider community engagement it will permit enhanced scrutiny and participation in key decisions about Clydebank.
Religion and Belief	No anticipated impact.	No anticipated impact.
Sex	No anticipated impact.	No anticipated impact.
Sexual Orientation	No anticipated impact.	No anticipated impact.

This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Human Rights	No anticipated impact.	No anticipated impact.
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This section must be completed if there are potential Human Rights impacts, this includes but is not limited to Human Rights Act 1998 considerations

Health	No anticipated impact.	No anticipated impact.
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This section must be completed if any there are any potential socio-economic impacts including but not limited to those covered by the Fairer Scotland Duty

Social & Economic Impact	Some groups which the Communities Team work with have a focus on reducing effects of socio-economic inequality.	It is anticipated that this proposal will direct capacity in community engagement towards enhanced scrutiny and participation in proposals developed by the Neighbourhood Board in in Clydebank. It is believed that successful regeneration and economic development activity from Board proposals contributes significantly to
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		increased economic activity and so assists those suffering socio-economic disadvantage.
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This section must be completed if any potential impact on children and young people up to the age of 18

United Nations Convention on the Rights of the Child	No anticipated impact.	No anticipated impact.
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This section must be completed in reference to the Scottish Consumer Duty

Scottish Consumer Duty	No anticipated impact.	No anticipated impact.
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Consider cumulative impact of the proposal

Cumulative and intersectional impacts	No anticipated impact.	No anticipated impact.
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State how the impact of the proposal/policy be monitored and reported on an ongoing basis including how actions will be delivered to mitigate any negative impacts or secure positive impacts.

Summary of overall impact(s) of the proposal.

The requirement to make savings to sustain core Council services requires measured reductions in services across the Council. It is believed this proposal does not reduce the overall Communities activity, but rather focusses specific resource in the Clydebank Area, reflecting the need to address the increased activity arising from the Clydebank Neighbourhood Board activity. A core team will be retained and along with other savings proposals, there will be a partial focusing of services on particular areas of demand which are anticipated to be positive.

Name of the senior manager who has approved this assessment

Alan Douglas

Assessment No	1451	Owner	ADouglas
Resource	Regeneration, Environment and Growth	Service	Budget R and R
	FirstName	Surname	Job Title
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration

Members	Alan Douglas
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 RR06 Planning, Environmental Health and Building Standards - Miscellaneous Savings
	The aim, objective, purpose and intended outcome of policy
	To implement a number of small savings and income generation options associated with the Planning, Environmental Health and Building Standards functions of the Council.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Planning, Environmental Health and Building Standards Service

Does the proposals involve the procurement of any goods or services?	No
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	No

Who will be affected by this policy?
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.

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

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

Q7 What is your recommendation for this policy?

Introduce

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

A screen did not reveal any relevance to the areas we assess; therefore, no Equality Impact Assessment is required.

Assessment No	1452	Owner	ADouglas
Resource	Regeneration, Environment and Growth	Service	Budget R and R
	FirstName	Surname	Job Title
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration

Members	Alan Douglas
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	2627 RR07 Business Gateway
	The aim, objective, purpose and intended outcome of policy
	The relocation of the Business Gateway Service to Church Street, Dumbarton
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Business Development - Economic Development.

Does the proposals involve the procurement of any goods or services?	No
If yes, please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	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.

Specific group to consider	Needs	Evidence	Impact
Age			
Cumulative and intersectional impacts			
Disability			
Social & Economic Impact			
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

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

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

Q7 What is your recommendation for this policy?

Introduce

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

The proposal involves the relocation of the Business Gateway from a location in Clydebank to the Council's Church Street, Dumbarton office. Dumbarton is more centrally located within the authority, however, if required within certain circumstances, it would be possible to host sessions in Clydebank and the Vale. No diminution or change to means of service is anticipated.

Assessment No	1441	Owner	ADouglas
Resource	Regeneration, Environment and Growth	Service	Budget R and R
	FirstName	Surname	Job Title
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration

Members	Alan Douglas
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>
Policy Title	RR09 Legal and Democratic Services Merger
	The aim, objective, purpose and intended outcome of policy
	To merge the Legal Services Manager and Democratic & Registration Services Manager roles into one Legal and Democratic Services role with some further re-allocation of responsibilities to other services. There is no service interruption, cessation or amendment or change to policy.
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.
	Chief Officers - Resources, People and Technology and Citizen, Culture and Facilities.

Does the proposals involve the procurement of any goods or services?	No
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No

SCREENING
<i>You must indicate if there is any relevance to the four areas</i>

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	No
Relevance to Human Rights (HR)	No
Relevance to Health Impacts (H)	No
Relevance to Social Economic Impacts (SE)	No

Who will be affected by this policy?
Who will be/has been involved in the consultation process?

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

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

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

Q7 What is your recommendation for this policy?

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

Screening 1441: A screen did not reveal any relevance to the areas we assess, therefore no Equality Impact Assessment is required.