

Equality, Fairness and Rights Impact Assessment

The purpose of this assessment is to consider how your policy could impact on the needs of those protected by the Public Sector Equality Duty, the Fairer Scotland Duty and the UN Convention of the Rights of the Child.

- [Public Sector Equality Duty](#)
- [Fairer Scotland Duty](#)
- [United Nations Convention of the Rights of the Child](#)

In making the assessment you must consider relevant evidence, including evidence received from equality groups. Having considered all of these elements, you must take account of the results of such assessments. This requires you to consider taking action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and exploiting any potential for positive impact. If any adverse impact amounts to unlawful discrimination, the policy must be amended to avert this.

Name of policy*:	CLD Plan 2021 - 2024
Completion date:	Sept 2021
Completed by:	CLD Partnership Steering Group
Lead officer:	Susan Craynor
Department:	CLD, Corporate and Community Services

**The term 'policy' should be understood as activity of East Renfrewshire Council i.e. all policies, provisions, criteria, functions, practices and activities including the delivery of services; essentially everything we do.*

You should complete the Screening Section (1) to establish if a full assessment is required.

1. Screening

1.1 What is the nature of this policy?
<input type="checkbox"/> Policy or Strategy <input checked="" type="checkbox"/> Programme or Plan <input type="checkbox"/> Project <input type="checkbox"/> Service or Function <input type="checkbox"/> Budget proposal <input type="checkbox"/> Another decision. Please state: Click or tap here to enter text.
<input checked="" type="checkbox"/> New <input type="checkbox"/> Review or change to existing <input type="checkbox"/> Other. Please state: Click or tap here to enter text.
1.2 What would happen as a result of this policy? Select all that apply
<input type="checkbox"/> Change to charging arrangements (including introduction, removal, increase or decrease) <input checked="" type="checkbox"/> Change to how a service is delivered (including addition, change or removal of practice/procedures/processes) <input type="checkbox"/> Change to options or entitlements <input type="checkbox"/> Change to priorities or criteria <input type="checkbox"/> Other. Please detail: Click or tap here to enter text.
1.3 How relevant is this policy to impact assessment?
<input checked="" type="checkbox"/> The policy would have consequences for people (positive/neutral/negative) <input checked="" type="checkbox"/> The policy has potential to advance equality for people <input checked="" type="checkbox"/> The policy will affect children and young people up to the age of 18 <input type="checkbox"/> The policy has no impact on people
1.4 What people would be affected?
<input type="checkbox"/> East Renfrewshire Council employees <input type="checkbox"/> Organisations or individuals carrying out a service on behalf of the Council

- Voluntary sector groups/organisations
- People living in a specific area of East Renfrewshire. Please detail: All locality planning areas [Click or tap here to enter text.](#)
- Everyone living in East Renfrewshire
- People working, studying or volunteering in East Renfrewshire
- Visitors to East Renfrewshire
- A group of people with a shared interest:
 - Experiencing socioeconomic disadvantage (this includes low/no wealth, low income, area deprivation or material deprivation)
 - Being in a particular age category
 - Being from a black or minority ethnic group e.g. Gypsy/Travellers
 - Speaking a language other than English
 - Women/girls
 - Identifying as Lesbian, Gay Bisexual or Transgender
 - Belonging to a particular religion or belief
 - Pregnant women or those on maternity/paternity leave
 - Having a long term limiting health condition or disability
 - Providing unpaid care for others
 - Another group e.g. those experiencing homelessness, offenders/ex-offenders. Please detail: [Click or tap here to enter text.](#)
- Children and young people living in East Renfrewshire
- Children and young people using East Renfrewshire Council services
- Children and young people visiting East Renfrewshire
- None of the above

Review your answers above.

- If the policy has no impact on people, an impact assessment is not required. **GO TO SECTION 9**
- If the policy will have an impact on people, you should complete the full assessment. **GO TO SECTION 2**

2. The Assessment: Your scoping

2.1 How long will this policy be in place and when is it scheduled for review?
In line with our statutory responsibilities, the CLD plan spans 3 years, running from September 2021 to September 2024. This will be a live document and reviewed at year one, two and three.
2.2 Are there known inequalities within the subject matter(s) of the policy? For example: access to transport; organisational pay and composition; or bullying in schools.
The purpose of CLD provision outlined within this plan is to identify and work towards reducing inequalities in collaboration with partners and the community.
2.3 Are there known impacts on children and young people within the subject matter of the policy? For example, changes to education services, employment support for parents, playparks.
The 3 strands of CLD (Adult Learning, Youth Work, Community Capacity Building) will focus on creating opportunities for children and young people and families to participate, influence decision making and work towards closing the poverty related attainment gap. Resource limitations mean that work needs to be targeted to reach/support those most in need.
2.4 How have people who might be affected been consulted and involved in the development of the policy? Please provide dates and information
Residents were asked to rank these priorities in order of importance and identify gaps. Due to the COVID-19 pandemic and the restrictions in place, the consultation was completed through surveys, online focus groups, targeted face to face group work and one to one discussions. 225 people, representing local community groups and individuals, and 28 partner organisations participated in the consultation. Their feedback has informed the plan and will continue to shape service delivery throughout the life of the plan.
2.5 Where children and young people will be affected, how have they been consulted and involved in the development of the policy? Please provide dates and information
Young people played a key part of the consultation processes outlined above.

3. Impact on Equalities

In order to impact assess any new or existing policy it's important to consider the evidence about how it may affect people. Log information about the experiences and needs of people on the basis of different characteristics/circumstances, and whether the proposed policy could have a positive or adverse impact on that.

You may wish to refer to the following sources:

- Input from local Councillors
- Findings from engagement or involvement activities
- Information or feedback from groups of people, such as equality interest organisations and groups who speak on behalf of others
- National, regional or local statistics
- Analysis of enquiries or complaints from customers
- Recommendations from inspections or audits
- National or regional research to identify similar issues
- Comparisons with similar policies in other departments or authorities to identify similar issues

Is it possible to collect new evidence that you don't have but think will be relevant? For example: speaking to colleagues; adapting engagement approaches; setting up meetings or focus groups; and consulting interest organisations.

Characteristics/circumstances	Experience and needs (include sources)	Impact category (positive/neutral/negative) and assessment of impact
Socioeconomic disadvantage	<p>People currently experiencing social–economic disadvantage and inequality of outcomes in terms of poor health, low income, poor housing and fuel poverty are more likely to experience poorer outcomes in life.</p> <p>Three local areas in East Renfrewshire fall within the 20% most deprived areas of Scotland accounting for around 6,200 (7%) of East Renfrewshire's population:</p> <ul style="list-style-type: none"> • Dunterlie, East Arthurlie and Dovecothall (5 datazones) • Auchenback (2 datazones) 	<p>The CLD plan outlines East Renfrewshire's coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact to residents currently experiencing social–</p>

	<ul style="list-style-type: none"> • Neilston (1 datazone) <p>Around 3,600 children are living in poverty within East Renfrewshire. This amounts to approximately 16% of all children which is below the Scottish average, but broadly comparable with other councils in the same family group for children, housing and social work within the Local Government Benchmarking Framework.</p> <p>It is forecasted that the number of people expected to be made unemployed following the end of the furlough scheme in September 2021 will increase by between 20%-30%.</p> <p>Sources: Office for National Statistics</p>	<p>economic disadvantage and inequality of outcomes.</p> <p>Examples include access to free youth work provision, community support and learning opportunities.</p>
Age	<p>East Renfrewshire has both an ageing population and a high % of under 18s that both present service demands in health and social care as well as education provision.</p> <p>Population profile</p> <ul style="list-style-type: none"> • Under 18 – 23% • 18-49 years - 36% • 50-69 years – 27% • 70-84 years – 12% • 85 years – 3% <p>Source - NRS mid-year population estimates 2019</p>	<p>The CLD plan outlines East Renfrewshire’s coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services targeting younger and older residents e.g parent and toddlers groups, youth work, schools work, adult social groups/support to those experiencing isolation.</p>

<p>Disability or long term health condition</p>	<p>The 2011 Census showed that people with disabilities are less likely to be in the labour supply. Of the 12,478 self reporting as suffering from a long-term health condition, 47% were in employment, compared to almost 95% with no conditions.</p>	<p>The CLD plan outlines East Renfrewshire’s coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services targeting people who are disabled or have a long term health condition.</p> <p>This may include access to activities and groups for young people and adults and support to staff and partner organisations.</p>
<p>Ethnicity</p>	<p>The 2011 Census also showed that ER was the 5th most ethnically diverse population in Scotland with around 6% of the population from minority backgrounds. Over 5% of the ER population is Pakistani, Indian, Chinese or mixed/multiple ethnic origins. In addition to the main Christian groups there are significant Muslim (3%), Jewish (3%), Sikh (1%) and Hindu (0.4%) communities. The five most common languages, other than English, spoken at home by East Renfrewshire residents (0.2% or more) include Urdu, Punjabi, Chinese, Italian and Polish. Other languages spoken by over 0.1% of residents include French, Arabic, Hindi, Spanish and British Sign Language.</p>	<p>The CLD plan outlines East Renfrewshire’s coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services targeting those who English is their second language, support to refugees, and BAME</p>

	<i>Source: Scotland Census 2011, NRS.</i>	carers.
Gender (including gender reassignment)	<p>Women are more likely to be primarily responsible for childcare which can affect their income, employment and career progression. More women than men are lone parents, and lone parents can have lower incomes. According to Stonewall Trans Report, <i>LGBT in Britain</i>, trans people are more likely to report experiencing harassment in public places. They tend to experience higher rates of mental health issues than the general population, and educational environments can be challenging.</p>	<p>The CLD plan outlines East Renfrewshire's coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services targeting single sex group work with young people and support to the LGBTi Community.</p>
Marriage/Civil Partnership (only applicable to Council employment policy)	N/A	N/A
Pregnancy / Maternity	<p>Pregnancy can affect need to and regularity of accessing health and community services. Young mothers tend to be less qualified than older mothers when their first child is born. Although young mothers do resume their education at a later stage, they remain less qualified compared to older mothers who have continued to upgrade their qualifications at a higher rate. (Scottish Govt. <i>Tackling Child Poverty Delivery Plan</i>) Latest data shows that 7% of births in East Renfrewshire were to mothers aged under 25, less than the Scottish average of 17%.</p>	<p>The CLD plan outlines East Renfrewshire's coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services supporting parents and young</p>

		parents.
Religion / Belief	East Renfrewshire is comparatively diverse in terms of religion/belief. It has more than twice the national average of Muslim residents and 2.6% of residents are Jewish, which represents 41% of the total Jewish population in Scotland.	The CLD plan outlines East Renfrewshire's coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need. In year one of the CLD Action Plan Religion and Belief has not been identified as a priority.
Sexual orientation	There is limited data regarding residents' sexual orientation in East Renfrewshire and in Scotland as a whole. Anecdotally, CLD services have seen an increase in young people identify as being part of the LGBTQ+ community.	<p>The CLD plan outlines East Renfrewshire's coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services targeting the LGBTI community.</p>

<p>Providing unpaid care</p>	<p>More than 10% of the East Renfrewshire population provide unpaid care. <i>(2011 Census)</i></p>	<p>The CLD plan outlines East Renfrewshire’s coordinated approach to providing CLD services to meets the needs of residents across the authority. Services are designed to be inclusive and accessible. Local and national data and information informs our service development and delivery. Resource limitations means that work needs to be targeted to reach/support those most in need.</p> <p>Without the CLD plan and coordinated approach to CLD delivery there would be a negative impact on services targeting carers, young carers and the people they support.</p>
<p>Any other relevant groups e.g. unemployed people, people experiencing homelessness, care leavers, people involved in the criminal justice system, people with literacy/numeracy barriers, people living in rural communities.</p>		

4. Impact on socio-economic disadvantage

Socio-economic disadvantage means living on a low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest. East Renfrewshire communities where people are at greater risk of experiencing socioeconomic disadvantage and where resources must be targeted to meet needs are the localities of:

- Barrhead – Dunterlie, East Arthurlie and Dovecothall (ADD2)
- Auchenback
- Neilston
- Thornliebank

Consider the policy itself and the way it will be implemented. How may this result in different experiences for people in East Renfrewshire.

4.1 In what way would the policy alleviate or entrench inequalities from socioeconomic disadvantage?

Guidance note

Consider common inequalities such as poorer skills and attainment; lower paid and less secure work; greater chance of being a victim of crime; less chance of being treated with dignity and respect; lower healthy life expectancy; lower feeling of control over decisions that affect you.

Community Learning and Development (CLD) supports disadvantaged or vulnerable people to bring about change in their lives and communities. It does this through providing opportunities for learning and personal development. CLD improves the life chances of learners and communities and in particular, can help our most disadvantaged communities to empower themselves.

The CLD plan for East Renfrewshire sets out how services will be delivered over the next 3 years. Consultation and engagement with residents, partners and staff have influenced the key themes and strategic focus for this plan. These are:

- Health and Wellbeing
- Learning, Life and work
- Diversionary
- Strong and Resilient communities
- Equality and Equity
- Digital
- Early Years and Family Learning

4.2 What opportunities are there within this policy and the way it will be implemented to promote inclusion, participation, dignity and empowerment of people experiencing socioeconomic disadvantage?

CLD partners continue to target their work in the areas of most disadvantage. Ongoing consultation with residents in years 2 and 3 of the action plan will ensure local people are involved in decision-making and influencing change.

4.3 What will be done differently to focus on addressing the multiple inequalities experienced by some people in Auchenback, Barrhead, Neilston and Thornliebank?

It is recognised that inequalities are experienced in Auchenback, Barrhead, Neilston and Thornliebank more so than in other communities and CLD partners are working together to reduce these inequalities by targeting and focusing resources where they can have the most impact on people's lives.

Partners will continue to engage in the locality planning process to ensure inequalities are addressed.

5. Impact on Children's Rights

This section must be completed if any potential impact on children and young people up to the age of 18 has been identified in sections 1-3.

If there are no impacts on children and young people GO TO SECTION 6

Which General Principles of UNCRC are relevant to this policy/measure? Tick all that apply.		Which additional articles are relevant to this policy/measure? List all that apply	Which particular groups of children and young people are affected by this policy/measure? (e.g. young children, disabled children, children living in poverty, children in care, young people who offend).
Article 2 Non-discrimination Children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).	X		All young people under the age of 18 who participate in targeted and universal CLD services are affected by this plan.
Article 3 Best interests of the child Every decision and action taken relating to a child must be in their best interests. Governments must take all appropriate legislative and administrative measures to ensure that children have the protection and care necessary for their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.	N/A		N/A
Article 6 Life, survival and development Every child has a right to life and to develop to	X		All young people under the age of 18 who participate in targeted and universal CLD services are supported to develop their full potential.

their full potential.			
Article 12 Respect for the views of the child Every child has a right to express their views and have them given due weight in accordance with their age and maturity. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.	X		All young people under the age of 18 who participate in targeted and universal CLD services express their views and opinions on the services available to them. Further youth voice activities enable young people to influence decision-making and change both locally and nationally.

In relation to the articles identified above, please explain how the impact will be positive, negative or neutral.

Relevant identified Article of UNCRC	Impact category (Positive/Negative/Neutral)	Assessment of impact (including consideration of whether the policy/measure might impact differently on different groups of children and young people affected).
Article 2	Positive	CLD services provide positive opportunities for all young people engaged in their services. Services are targeted at those most in need.
Article 6	Positive	CLD services provide positive opportunities for all young people engaged in their services. Services are targeted at those most in need.
Article 12	Positive	CLD services provide positive opportunities for all young people engaged in their services. Services are targeted at those most in need.

6. Your results

Considering the evidence logged above, complete the following questions where possible.

6.1 In what ways, if any, would this policy help to eliminate discrimination or undermine it? Consider any potential adverse impact identified above.

CLD helps to eliminate discrimination by supporting disadvantaged or vulnerable people, those with protected characteristics and priority groups, to bring about change in their lives and communities. It does this through providing opportunities for engagement, learning and personal development.

6.2 In what ways, if any, would this policy advance or undermine equality of opportunity?

Limited resources across partners/services may undermine equality of opportunity as we have to target services to those most in need.

CLD aims to advance equality of opportunity through targeted engagement.

6.3 In what ways, if any, would this policy foster or undermine good relations between groups of people? Consider aspects that may tackle prejudice or promote understanding between different groups.

CLD Services provides local people with opportunities to come together and participate in community life.

6.4 In what ways, if any, will this policy advance or undermine the rights of children and young people?

CLD Services positively encourage children and young people to have their rights upheld through participation and having a voice.

6.5 In what ways, if any, will this policy protect and promote the wellbeing of children and young people?

The wellbeing of children and young people is at the heart of all CLD service provision.

6.6 How will you communicate information about this policy to people who have: hearing and/or sight loss; English as a second language; are digitally excluded; have literacy/numeracy barriers?

We will access appropriate council provision to ensure that the plan is accessible to all.

6.7 Is this policy to be carried out wholly or partly by contractors? If yes, how will you incorporate equality expectations into the contract?

N/A

7. Your Outcome

7.1 Select the most appropriate				
<input checked="" type="checkbox"/> No major change <input type="checkbox"/> Adjust the policy <input type="checkbox"/> Continue the policy <input type="checkbox"/> Stop the policy				
7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy?				
No				
7.3 What, in brief, does the evidence base underpinning the policy say about its potential impacts on inequalities of outcome?				
CLD improves the life chances of learners and communities across East Renfrewshire, and in particular, can help our most disadvantaged communities to empower themselves.				
7.4 What, in brief, does the evidence base underpinning the policy say about its potential impacts on the rights of children and young people?				
CLD improves the life chances of learners and communities, including children and young people, across East Renfrewshire, and in particular, can help our most disadvantaged communities to empower themselves.				
7.5 Consider all evidence and findings of your assessment and complete this short action plan for addressing any potential adverse impact on people, including children and young people, in the policy itself, and in the way it is communicated/ implemented.				
Identified adverse impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
N/A				

8. Approval

Name of policy/proposal:	
Approval date:	
Approved by:	
Department:	

9. No assessment required

Policy/Decision Title	
Department/ Service	
Responsible officer for taking decision	
Rationale for decision	Please record why an assessment is not required and what your justification is for making that decision. This must include confirmation that the policy/programme concerned does not constitute a strategic decision and/or has no relevance re protected characteristics, human rights or socio-economic inequalities
Declaration: I confirm that the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by: Name and Job Title:	

Date Authorisation given: