

Equality and Fairer Scotland Impact Assessment - Screening Clackmannanshire Council Budget 2019/20

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|-------------------------|--------------------------------------|
| Title of Policy: | Primary School class re-organisation |
| Service: | Clackmannanshire Council - Education |
| Team: | N/a |

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|---|----|
| Will the policy have to go to Council or committee for approval | No |
| Is it a major policy, significantly affecting how functions are delivered? | No |
| Does it relate to functions that previous involvement activities have identified as being important to particular protected groups? | No |
| Does it relate to an area where the Council has set equality outcomes? | No |
| Does it relate to an area where there are known inequalities? | No |
| Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? | No |

IF YES - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

This is an operational action to ensure the service is delivered in an efficient manner. There is no reduction in staffing levels in schools where there are known inequalities. The most deprived communities will be maintained at current levels.

APPROVAL

| NAME | DESIGNATION | DATE |
|-----------|-------------------------|--------------|
| A Pearson | Chief Education Officer | January 2019 |

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

Purpose of the proposed policy or changes to established policy

The purpose of the change is to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2019/20.

Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?

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| General Equality Duty - | |
| ➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct | |
| No impact | |
| ➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not | |
| No impact | |
| ➤ Fostering good relations between people who share a protected characteristic and those who do not. | |
| No impact | |
| Fairer Scotland Duty - | |
| ➤ Reducing inequalities of outcome caused by socioeconomic disadvantage | |
| No impact | |

| To which of the equality groups is the policy relevant? | | |
|--|----------------|--|
| Protected Characteristic | Yes/No* | Explanation |
| Age | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Disability | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Gender Reassignment | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Pregnancy and Maternity | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Race | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Religion and Belief | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Sex | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Sexual Orientation | No | There is no indication at this stage that this protected characteristic would be impacted. |

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

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| The proposal is not anticipated to impact on equalities/poverty groups, however feedback is welcomed from communities in Clackmannanshire on any potential impacts arising from the proposal. |
| Which equality groups and communities might it be helpful to involve in the development of the policy? |
| Young people and families |
| Next steps |
| Gather views on the proposal through the budget engagement exercise 2019/20. |

Equality and Fairer Scotland Impact Assessment - Decision

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| Evidence findings | |
| The proposal was assessed as having a low impact on equalities/poverty groups. Very little feedback was provided either through online engagement, engagement with parent councils or via budget engagement community events. All feedback was provided to elected members as part of the decision making process. | |
| Details of engagement undertaken and feedback received | |
| As above. | |
| Decision/recommendation | |
| Having considered the potential or actual impacts of this policy, the following decision/recommendation is made: | |
| Tick | Option 1: No major change |
| X | The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review. |
| | Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact. |
| | Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty. |
| | Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed. |
| Justification for decision | |

The Council met on 6th March 2019 and set the budget for 2019/20. This included the approval of this policy.

APPROVAL

| NAME | DESIGNATION | DATE |
|---------------|----------------------------|-------------|
| Michael Boyle | Education Business Manager | 27/3/19 |