

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

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Title of Policy:	Reduction in secondary supply budget
Service:	Clackmannanshire Council - Education
Team:	N/a

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 a technical budget reduction to reflect actual spend.

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?
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?

No impact arising from the proposal

Which equality groups and communities might it be helpful to involve in the development of the policy?

No impact arising from the proposal

Next steps

No impact arising from the proposal

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
This proposal involves alignment of budgets – there is no impact on service provision		
Details of engagement undertaken and feedback received		
Very little feedback or representation was received in relation to this proposal.		
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	24/3/19