

Screening Form

Proposal	
Title of Proposal	Local Outcomes Improvement Plan
Does this relate to a budget setting Proposal	false
Directorate and Service	Connected Communities
Amount of saving if appropriate (£)	[Amount of saving if appropriate (£)]
Budget reference number	[Budget Reference Number]
ECRIA Lead Officer	Morna Rae
ECRIA Contributors	Jacqueline Greenlees, Andrew Hale
Date Initiated	10/11/2021

What are the main aims of the proposal?

New strategic plan for North Ayrshire Community Planning Partnership, showing how our local public services work together with communities, third sector organisations and businesses to plan and deliver services that will improve long term outcomes and tackle inequalities.

What is the rationale for the proposal? Please highlight any data, research, officer knowledge or other relevant evidence used to consider any potential impacts on protected groups?

Plan is required under the Community Empowerment (Scotland) Act 2015. This states that:

- this should set out agreed partnership outcomes to be achieved
- these local outcomes must be consistent with the national outcomes
- they should focus on reducing inequalities of outcome which result from socio-economic disadvantage
- it should be supported by community consultation

In devising the plan the Community Planning Partnership has drawn from the following sources:

1. Community consultation - a public engagement exercise on the new LOIP, consultation with the North Ayrshire Peoples Panel, public engagement by HSCP on new strategic plan, public consultation on locality priorities
2. Statistical profiles of North Ayrshire - a strategic needs assessment by Public Health Scotland, NAC economic briefings, Community Planning Outcomes Profile
3. Research on the approaches of other Community Planning Partnerships
4. Mapping of the wider strategic framework, national requirements and influencing factors
5. Understanding of the available resource to the Community Planning Partnership, our scope of influence and where we can best add value.

Addressing inequalities has been a key focus in the development of the plan. This includes an understanding of what are the inequalities in North Ayrshire and a "weighing up" of which of these should be priorities in the plan using an evidenced based approach.

This means that the plan will have a positive impact on some protected groups.

Screening Questions

Does the proposal affect service users either positively or negatively, employees or the wider community and specifically to services that are known to be important to particular protected groups	true
Does the proposal have any relevance for Human and/or Children's Rights	true
Considering 'The Fairer Scotland Duty' - Does the proposal have any negative (or potential) positive socio-economic impacts	true
Consider 'Island Proofing', Are there any special considerations for the Island Communities within North Ayrshire	true
Is it a major proposal, significantly affecting how services are delivered or how other organisations operate	true
Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes	true

Please provide a brief overview of any areas ticked 'yes' from question 4. (These should be considered in more detail in a full assessment)

It is a key strategic partnership plan for North Ayrshire with a focus on addressing inequalities.

What are the recommendations and further action resulting from this Equality Screening

Screening Only (no impacts identified)	false
Full Equality Assessment	true

Authorisation

Policy Lead/Manager	Date
Morna Rae	[Policy Lead/Manager Date]
Head of Service	Date
Rhona Arthur	[Screening Head of Service Date]

Full Assessment Form

Date Full Assessment Initiated	Interim Review Date (If Applicable)	Completion Date
[Date Full Assessment initiated]	[Interim Review Date]	01/03/2022

What is the impact of the (budget) proposal on equality groups?			
Age (young**/middle/old people)	true	Impact	Positive
Evidence			
Plan focuses on inequalities relating to older people and young people. These were identified through public consultation and a strategic needs assessment. Older people - recognises increasing demographic profile of older people, health inequalities, social isolation/loneliness, risk of falls Young people - recognises importance of young people feeling valued and having their voices heard, child protection levels, supporting skills development and supporting care experienced young people.			
Comment			
With its focus on these themes the plan will have positive impact on these groups.			
Disability (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)	true	Impact	Positive
Evidence			
Plan focuses on inequalities relating to disability/long term health conditions, dangerous levels of alcohol and drug consumption and loneliness/social isolation. These were identified through public consultation and a strategic needs assessment. It includes the outcomes: - Health improvement activities and support are accessible. - Levels of accidental harm, such as falls, and its impact is reduced. - We will increase the number of people in these groups employed by CPP partner and other local organisations - People with a disability/long term health condition - We have strong relationships within our communities to reduce social isolation and loneliness. - People can easily access local facilities and support through clear coordination and signposting. - We help people to prevent, stop and recover from dangerous levels of alcohol and drug consumption.			
Comment			
With its focus on these themes the plan will have positive impact on these groups.			
Gender Re-assignment (Transmen or Transwomen)	false	Impact	[Gender Re-assignment Impact]
Evidence			
[Gender Re-assignment Evidence]			
Comment			
No impact on this protected characteristic is anticipated.			
Pregnancy and Maternity	false	Impact	[Pregnancy and Maternity Impact]
Evidence			
[Pregnancy and Maternity Evidence]			
Comment			
No impact on this protected characteristic is anticipated.			
Race/Minority ethnic people (also includes Gypsies/Travellers, migrant workers, non-English speakers)	true	Impact	Positive
Evidence			

<p>While not identified in the plan as a specific focus we know that there can be challenges for people accessing services, having their voices heard and increased risks of poverty and health inequalities. It is therefore suggested that the following outcomes will have a positive impact on this group:</p> <ul style="list-style-type: none"> - Health improvement activities and support are accessible. - Children and young people feel valued, are at the heart of our decisions, can participate and have their voices heard. - We have strong relationships within our communities to reduce social isolation and loneliness. - People can easily access local facilities and support through clear coordination and signposting. - We will increase the number of people in these groups employed by CPP partner and other local organisations - People living in 0-15% SIMD Areas 			
Comment			
With its focus on these themes the plan will have positive impact on these groups.			
Sex (men or women)	false	Impact	[Sex Impact]
Evidence			
No impact on this protected characteristic is anticipated.			
Comment			
[Sex Comment]			
Sexual Orientation (Lesbian, gay, bisexual and heterosexual people)	false	Impact	[Sexual Orientation Impact]
Evidence			
[Sexual Orientation Evidence]			
Comment			
No impact on this protected characteristic is anticipated.			
Marriage and Civil Partnership	false	Impact	[Marriage and Civil Partnership Impact]
Evidence			
[Marriage and Civil Partnership Evidence]			
Comment			
No impact on this protected characteristic is anticipated.			
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	true	Impact	Positive
Evidence			
<p>Plan will have a positive impact on poverty through the delivery of these outcomes:</p> <ul style="list-style-type: none"> - People can easily access local facilities and support through clear coordination and signposting. - We will increase the number of people in these groups employed by CPP partner and other local organisations <ul style="list-style-type: none"> • People with a disability/long term health condition • Low income families • Long term unemployed people • People with convictions • People living in 0-15% SIMD Areas <p>- We will increase the number of young people employed by CPP partner and other local organisations</p>			
Comment			
With its focus on these themes the plan will have positive impact on poverty.			
Human Rights	false	Impact	[Human Rights Impact]
Evidence			
[Human Rights Evidence]			
Comment			
[Human Rights Comment]			
Is there any evidence of accumulated impacts from the proposal on people with more than one protected characteristic? e.g. an older person with a disability?			
true			

Children’s Rights Impact Assessment
Are young people affected either directly or indirectly through this proposal?
true
What aspects of the Policy/measure will affect children and young people?
The following outcomes will affect children and young people: - Children and young people feel valued, are at the heart of our decisions, can participate and have their voices heard. - Better support our young people to develop the skills they need to play a strong role in our local economy. We will increase the number of young people employed by CPP partner and other local organisations. We will provide a wide variety of youth work opportunities to young people in North Ayrshire. Across our partnership we will support care experienced young people.
What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, or negative impacts – are some children more likely to be affected than others?
It will have a positive impact on all children and young people, and a particular focus on care experienced young people.
Evidence
The following outcomes will affect children and young people: - Children and young people feel valued, are at the heart of our decisions, can participate and have their voices heard. - Better support our young people to develop the skills they need to play a strong role in our local economy. We will increase the number of young people employed by CPP partner and other local organisations. We will provide a wide variety of youth work opportunities to young people in North Ayrshire. Across our partnership we will support care experienced young people.
Further Comments
With its focus on these themes the plan will have positive impact on these groups.
What Children’s Rights are likely to be affected by the policy/proposal?
Wellbeing Indicator e.g. safe, healthy
Safe, healthy, achieving, nurtured, active, respected, responsible, included
Children’s Right, e.g. 22 – Refugee Children
Article 3 -Best interests of the child Article 12 -Respect for the views of the child Article 28(2) -Right to education Article 27(1-3) - Adequate standard of living Article 33 - Drug abuse

Socio-Economic Impact Assessment
Socio-economic impact
true
Evidence
The focus of the plan is to address local inequalities relating to socio-economic disadvantage, through a variety of outcomes as outlined above.
Further Comments
It will have a positive impact on socio-economic inequalities.

Island Communities Impact Assessment
Specific Impacts for Island communities
true

Impact
There are outcomes in the plan that will have a positive impact on issues within our island communities, particularly in regard to accessibility. These include: <ul style="list-style-type: none"> • Health improvement activities and support are accessible. • People can easily access local facilities and support through clear coordination and signposting.
Evidence
We know from the consultation on our Islands Plans that access to services can be a challenge.
Further Comments
Links to the Islands Plans are highlighted.

Considering all the areas within the impact assessment process, are there any gaps in the evidence

Once the Local Outcomes Improvement Plan is agreed the next stage will be to develop the action plan and performance framework. We will seek additional evidence to influence how we deliver on the agreed outcomes, this will include community consultation. This will increase our understanding of potential impacts.

Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on protected groups)

None identified at present. As the Local Outcomes Improvement Plan is a binding plan across partner signatory organisations over time individual partner plans will increasingly align with this, and there will therefore be an accumulated positive impact on the groups outlined above.

'Three key needs' of the Equality Duty

Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation

None

Which aspects of the policy/proposal advance equality of opportunity between people which share a relevant protected characteristic and those who do not

With its approach of addressing areas of inequality in North Ayrshire it should promote equality of opportunity across many of the protected characteristics.

Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not

The following outcome will help foster good relations - We have strong relationships within our communities to reduce social isolation and loneliness.

Has there been any consultation on the (budget) proposal with any protected characteristic groups, communities in general or other services or partner organisations

In devising the plan the Community Planning Partnership has drawn from community consultation - a public engagement exercise on the new LOIP, consultation with the North Ayrshire Peoples Panel, public engagement by HSCP on new strategic plan, and public consultation on locality priorities. There has been extensive partner engagement in its development.

Once the Local Outcomes Improvement Plan is agreed the next stage will be to develop the action plan and performance framework. We will seek additional evidence to influence how we deliver on the agreed outcomes, this will include community consultation. This will increase our understanding of potential impacts.

Describe how you will monitor the impact of this policy/proposal on the protected groups (if relevant) moving forward

In the implementation of this plan we will work closely with our communities including groups aligned to the protected characteristics.

Details of the Outcome

No major alterations

Summary or key points arising from the Impact Assessment and the Outcome of the Assessment process (how will you take any actions forward)

The focus for throughout the development of this plan has been to identify inequalities, and agree which of these would most benefit from a partnership approach to reduce them.