



Appendix 2

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Full Form)

Introduction

This form will assist in carrying out an **Equality Impact Assessment** and where appropriate, **Socio-Economic, Children's Rights, Island Communities and Consumer Duty Impacts** of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality and Children's Rights Impact Assessment Toolkit**.

The form is mandatory and must be published on the Council website once the policy or practice has been approved.

Section 1: General Details

- 1.1 Directorate/Service HSCP:
Section: Mental Health and Wellbeing – Commissioned Service
- 1.2 Name of Policy, Practice or Proposal being assessed:

Health & Wellbeing contract with KA Leisure

Is it New Existing (being reviewed): Budget Proposal:

Please insert Budget Reference number (if applicable) [Click or tap here to enter text.](#)

- 1.3 List of participants in the assessment

Michelle Sutherland, Senior Manager and Kristin Carpenter, Planning Manager HSCP

- 1.4 Manager responsible for the impact assessment

Name: Kerry Logan & Thelma Bowers Designation: Head of Service – Health & Community Care and Mental Health Services.

- 1.5 Timetable (should be started during the development phase of the proposal)

Date Assessment Started: 07/02/2025

Interim Review Date: 13/02/2025 PSMT review

Final sign off by Head of Service at the end of the form.

Section 2 – Aims and Relevance

2.1 What is the purpose of the policy practice or proposal?

An options appraisal has taken place of mental health & wellbeing supports to local communities in North Ayrshire, which are commissioned via external providers. The HSCP option appraisal meeting, held on Friday the 7th February 2025 identified that part of the KA leisure Health & Wellbeing Programme was not as impactful as other mental health work undertaken which focussed on suicide prevention and individuals experiencing mental distress. As a result a recommendation will be made to the Integration Joint Board on the 20th March 2025 for the Mind and Be Active element to be reduced. A new specification is being designed for launch in April 2026 will include the Wellbeing & Recovery College, North Ayrshire Peer Support Service and will explore a physical exercise element for those affected by mental health issues

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Section 3 – Equality and Diversity

3.1 What evidence were you able to access about the relevant needs of protected groups as outlined in section 3.3 below (Please include your sources – links to equality providers and evidence can be found in both the toolkit and the [Promoting Equality](#) Page on Connects).

The individuals using the Mind and be Active Programme are part of the protected groups identified by the Scottish Association of Mental Health.

3.2 Are there any gaps in your evidence or areas of uncertainty?

No

3.3 From the list of protected characteristic groups identified in section 2.3 please identify any potential positive and negative impacts on any of these protected characteristics?

Protected Characteristic	Yes	No	Please Explain (Positive or Negative or Neutral)
Age - Older people, children and young people – please identify which categories will be affected	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Mind & Be Active Programme is open to all adults over the age of 16 years. There is a 60% uptake by females and 40% uptake by males, which represents service profiles across North Ayrshire. A new specification is being designed for launch in April 2026 will include the Wellbeing and Recovery College, North Ayrshire Peer Support Service and explore a physical exercise element for those affected by mental health issues.
Disability - Physical and Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Mind & Be Active Programme is open to all adults who have highlighted that poor mental health acts as a barrier to engage with mainstream physical activity programmes delivered by KA Leisure. In the event that the IJB approved to reduce this element from the Health & Wellbeing Programme, there are a range of other community supports available to support individuals with their wellbeing.
Gender reassignment - Where a person is living as	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.

Protected Characteristic	Yes	No	Please Explain (Positive or Negative or Neutral)
the opposite gender to their birth			
Pregnancy and Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Race, ethnicity, colour, nationality or national origins (including gypsy/ travellers, refugees and asylum seekers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Religion or belief (includes religious and philosophical beliefs, including no belief)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Sex - Women and Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Sexual Orientation - Lesbian, gay and bisexual people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Marriage and Civil Partnership - marriage between same sex couples is included	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Human Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Care Experienced - This term refers to anyone who is currently in care or has been for any length of time regardless of their age and includes Kinship Care (other family members); Looked After at Home (with support from social work); Residential Care ; Foster Care ; Secure Care ; Adoption .	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.

Protected Characteristic	Yes	No	Please Explain (Positive or Negative or Neutral)
Other - Poverty, homelessness, ex-offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Part of the Mind & Be Active Programme are delivered within deprived communities alongside other mainstream physical activity programmes delivered by KA Leisure.

3.4 Describe any consultation or engagement undertaken, including details of the groups involved and the methods used.

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered. Engagement will also take place with referral partners.

Questions 3.5 – 3.7 refer to the 'Three Key needs (or aims) [of the Equality Duty](#)'

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

KA Leisure continues to provide physical activity programmes for all residents of North Ayrshire.

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

The Mind and Be active programme supported individuals with mental health issues. Of the total individuals referred by a health professional or self-refer there was just 31% uptake the programme and the 245 participants make up 0.0018% of North Ayrshire's population.

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered.

A new specification is being designed for launch in April 2026 will include the Wellbeing and Recovery College, North Ayrshire Peer Support Service and explore a physical exercise element for those affected by mental health issues.

3.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not? (*Does it tackle prejudice and promote a better understanding of equality issues*).

None – standalone programme for people affected by mental health issues.

3.8 If you have identified any negative impacts of your proposal how will you mitigate these?

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered.

3.9 Is the policy or practice intended to promote equality by permitting positive action or lead to positive outcomes for people based on a protected characteristic?

Yes, and as a result a new specification is being designed for launch in April 2026 will include the Wellbeing and Recovery College, North Ayrshire Peer Support Service and a physical exercise element for those affected by mental health issues.

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Section 4 – The Fairer Scotland Duty

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010 places a legal responsibility on the Council to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage when making decisions.

4.1 Does the proposal have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage? (consider low income; low wealth; material deprivation; area deprivation; communities of place or interest, socio-economic background).

Yes

No

If no, please go to Section 5.

If yes please provide more information under any of the below headings which are relevant, highlighting any evidence and sources of evidence used to inform your information.

4.2 Low Income/Income Poverty: Cannot afford to maintain regular payments such as bills, food and clothing

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered. Many of these options are free of charge.

4.3 Low/and or no wealth: Having enough money to meet basic living costs and pay bills but have no savings to pay for any unexpected spends and no provision for the future.

As above at 4.2.

4.4 Material Deprivation: Being unable to access basic goods and services, i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies

Click or tap here to enter text.

4.5 Area Deprivation: Where you live (rural areas), where you work (accessibility of transport.

KA leisure delivers classes in areas of deprivation for people to access.

4.6 If impacts have been identified how will these be mitigated or explored in more detail? (please outline below)

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered

Section 5 – Children’s Rights

When considering the Children’s Right’s Impact process, some of the key considerations include any evidence, research and consultation (specifically including any consultation or engagement with young people).

5.1 Are any Children’s Rights impacted by this proposal? (please refer to Appendix 1 of this document, where the Children’s Rights Articles have been matched against the Getting It Right For Every Child (GIRFEC) wellbeing indicator. This is solely to make it easier to identify which rights might be impacted on; the Rights are the key element of this section).

Yes

No

5.2 Please indicate, if possible, how many children and young people (nearest estimate) are likely to be affected by the policy or measure?

Click or tap here to enter text.

5.3 Are some children and young people more likely to be affected than others?

Yes

No

If, Yes what groups? (consider protected characteristics – e.g. disabled young people, LGBT etc)

Click or tap here to enter text.

5.4 What Children’s Rights are likely to be affected by the policy/proposal?

Please refer to Table 2 (Appendix 1) ‘Links between Wellbeing Indicators and Articles of the UNCRC’ and insert the relevant rights and indicators in the table below.

Wellbeing indicator (e.g. safe, healthy etc)	Children’s Right (e.g. 22 – refugee children)
Click or tap here to enter text.	Click or tap here to enter text.

5.5 What likely impact will the policy/proposal have on Children’s Rights and Wellbeing? Either Positive, Negative or Neutral.

Children Rights -

Click or tap here to enter text.

Other Protected Characteristics

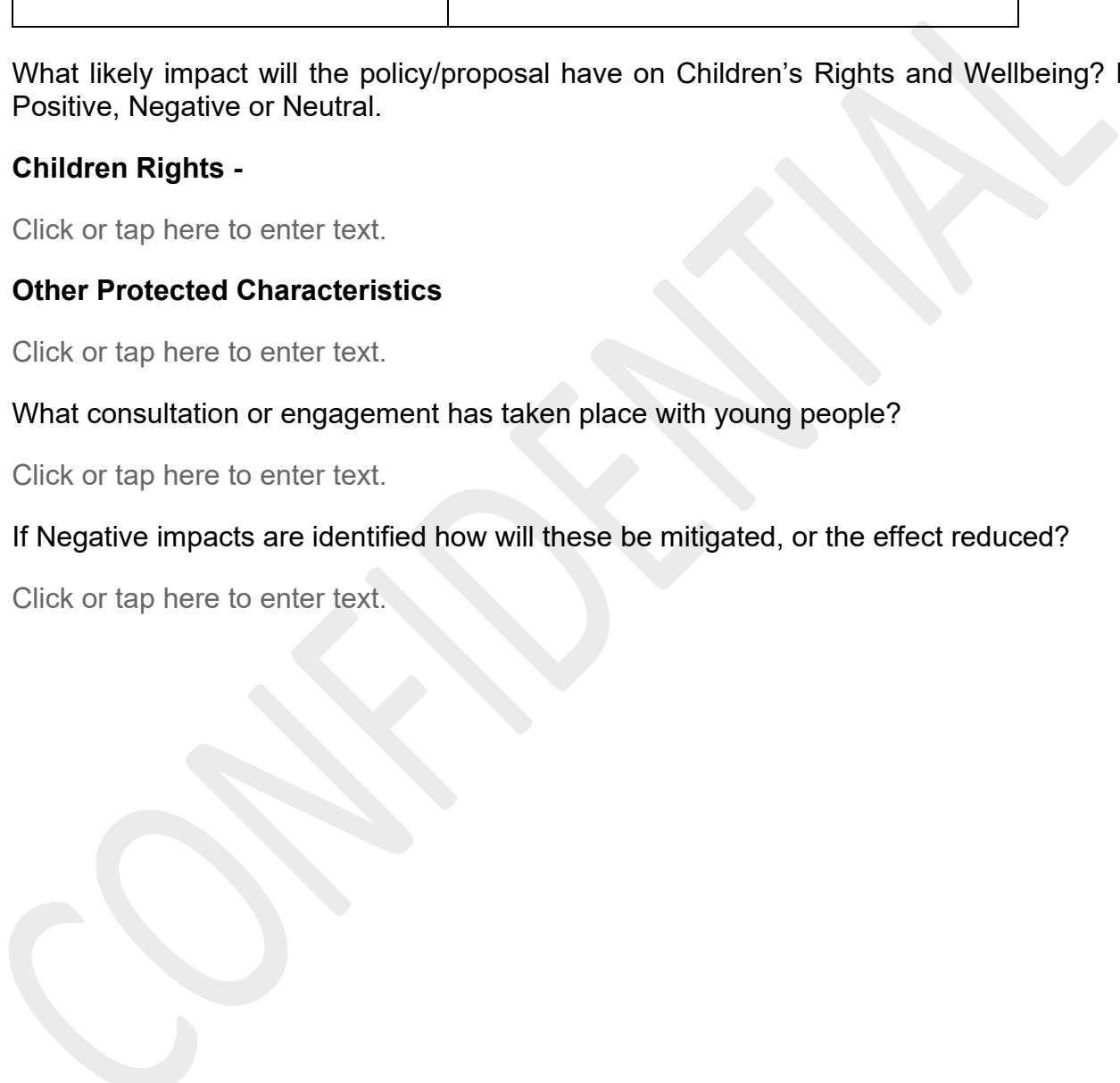
Click or tap here to enter text.

5.7 What consultation or engagement has taken place with young people?

Click or tap here to enter text.

5.6 If Negative impacts are identified how will these be mitigated, or the effect reduced?

Click or tap here to enter text.



Section 6 – Island Communities Impact (or Island Proofing)

Island Proofing is about considering the particular needs and circumstances of island communities when public sector organisations exercise their functions and make decisions. This has been added to the process of assessing the Council Plan and includes a range of issues such as access to services, digital connectivity, employment and access to education, transport and access to goods and services.

6.1 Do the intended outcomes of the proposal potentially differ or have a different impact for our Island Communities?

Yes

No

6.2 What are the potential impacts for our Island Communities?

Click or tap here to enter text.

6.3 Please explain if the impacts are different for communities on different islands?

Click or tap here to enter text.

6.4 What consultation or engagement has taken place with the Island Communities?

Click or tap here to enter text.

6.5 How will you address any potential barriers or wider impacts for Island Communities as identified through this assessment?

Click or tap here to enter text.

Section 7 – The Consumer Duty

The Consumer Duty is about the impact of Council proposals on consumers in Scotland. A Consumer is an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#).

7.1 Will your proposal impact on consumers?

Yes

No

If no, please complete the 'Assessment not required' template by emailing northayrshireperforms@north-ayrshire.gov.uk

7.2 What are the impacts, if any, on consumers in general? Is it likely that consumers will experience harm because of this proposal?

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community

walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered

- 7.3 What are the impacts if any, on consumers in vulnerable circumstances? Is it likely that consumers in vulnerable circumstances will experience harm because of this proposal? (please include any relevant evidence or engagement with consumers)

*Vulnerable circumstances may be temporary in nature and may or may not arise as a result of a consumer's protected characteristics. For more information, please see [page 31 of Consumer Scotland's draft guidance on the consumer duty](#).

On IJB approval of the reduction to the Mind and Be Active element of the Health & Wellbeing Programme, full engagement will take place with the KA Leisure Team and the existing clients accessing the Mind & Be Active Programme. This engagement will be undertaken to support clients to move to other suitable community support. Examples such as peer led community walks, mainstream physical activity programmes delivered by KA Leisure and other third sector community support such as community gardens and cycling groups will be considered

- 7.4 What consultation and engagement has taken place with consumers around your proposal?

See 7.3.

- 7.5 What alternative proposals are there that could improve outcomes for consumers and/or reduce harm to consumers? How do these compare to the original proposal?

A new specification is being designed for launch in April 2026 will include the Wellbeing and Recovery College, North Ayrshire Peer Support Service and explore a physical exercise element for those affected by mental health issues.

Section 8 – Crosscutting Impacts

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

No

8.2 If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?

No

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Section 9 – Outcome of the Assessment

9.1 Please detail the outcome of the assessment:

1. No major alterations to the policy assessed: the Impact Assessment demonstrates the policy is robust and there is no possible discrimination or adverse impact. All opportunities to minimise negative impacts and enhance positive outcomes have been taken.

Or

2. Adjust the policy: the Impact Assessment identifies potential problems or missed opportunities. Adjust the policy to address any issues identified or to better promote equality.

Or

3. Continue the policy: the Impact Assessment identifies the potential for adverse impact or missed opportunities to promote equality. Set out the justifications for continuing with it in section 9.3. For the most important policies and proposals, compelling reasons will be needed.

Or

4. Stop and remove the policy/proposal: following assessment a decision has been taken not to proceed with the proposal for examples due to actual or potential unlawful discrimination or other harmful impact.

- 9.2 For Outcome 2. in section 9.1 above - please detail recommendations, including any action required to address negative impacts identified or to better promote equality.

Click or tap here to enter text.

- 9.3 If Outcome 3 is chosen from section 9.1 above, please outline the justifications for continuing the policy/procedure.

Click or tap here to enter text.

- 9.4 Please state the key issues, recommendations and future actions arising from the Integrated Impact Assessment.

Click or tap here to enter text.

Section 10 – Monitoring

10.1 Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved, timescales including any future reviews of the impact of the proposal?

Click or tap here to enter text.

Section 11 – Sign Off

11.1 Head of Service who has approved the impact assessment.

Name: Click or tap here to enter text.

Title: Click or tap here to enter text.

Date: Click or tap here to enter text.

Section 12 – Publication

12.1 Following approval by Head of Service, completed Impact Assessments need to be published on the Council's External Website.

Please email: northayrshireperforms@north-ayrshire.gov.uk

Appendix 3

Members and IJB Briefing

KA Leisure – Mind and Be Active Programme

North Ayrshire Health and Social Care Partnership [HSCP] would like to provide an update and some context around the Mental Health and Wellbeing Programmes offered to residents of North Ayrshire.

As part of the HSCP transformation Programme a review of existing Mental Health and Wellbeing Programmes has been undertaken. This transformation work has focussed on assessing the impact of services on suicide prevention, people experiencing mental health distress, primary care and acute services.

An options appraisal was undertaken to assess the effectiveness of the following models:

- **Wellbeing and Recovery College** - The college offers educational courses to support mental, physical and emotional wellbeing in shared learning environments in the community. This model was deemed necessary for the long-term stability of the Peer Support service and better outcomes.
- **North Ayrshire Peer Support Service** - The Peer Support Service in North Ayrshire offers practical and emotional support if individuals are experiencing mental health challenges, including self-harm or thoughts of suicide. It is at the centre of the future wellbeing model as it is a consistent theme across all recent engagement and features in wellbeing models across Scotland.
- **Provision of Health and Rehab Programme (HARP)** - Active North Ayrshire (ANA) is our local physical activity on referral programme in North Ayrshire. Individuals with Diabetes, Coronary Heart Disease, High Blood Pressure, History of Stroke, and Post Covid Symptoms must be referred by a health professional (HARP). Important to keep this as it is highly specialised and the impact of not delivering would increase the rate of cardiac and stroke complications putting further strain on acute services.
- **Distress Brief Intervention** - has been building the vision of connected compassionate support, through a large and far reaching national and regional distress collaboration between NHS24, health and social care, emergency services, and third sector, providing early intervention, and improving outcomes and experience for people experiencing distress and those providing support. This service was deemed important for suicide prevention.
- **Community Link Workers** - connect individuals with local groups and services to improve their health and wellbeing, addressing issues like social isolation, financial difficulties, and mental health. Community Link Workers were noted as an important service for the population, reducing strains on different areas of the health and social care system.
- **Mental Health Practitioners**- the service provides assessment, risk assessment, signposting, referral, psycho education to individuals experiencing mental health issues, helping them manage their conditions and improve their overall wellbeing. It was deemed an important service for the population and keeping low level Mental Health concerns away from secondary care services and GPs.
- **Provision of Mind and Be Active (MBA)** aims to improve mental health and wellbeing by encouraging physical activity through support, guidance and specialised group classes. Clinical evidence supports this programme for the positive impact on Mental Health outcomes. However, the uptake on referrals received by a health professional or self-

referral is just 31% with 245 participants which makes up 0.0018% of North Ayrshire's population.

As a result of this option appraisal the IJB will be asked in March 2025 to make a decision whether to continue the funding to the Mind and Be Active Programme. In the event that funding is to be stopped, KA Leisure will receive a three months' notice period to the 30th June 2025.

The history of developing the Mind and Be Active (MBA) programme came from the learning from the launch of the Mental Health Recovery college. It is now proposed that a new specification be designed for launch in April 2026, which will include the Wellbeing & Recovery College, North Ayrshire Peer Support Service and explore a physical exercise element for those affected by mental health issues.

The HSCP will work with KA Leisure to ensure that the existing 245 participants are supported to move to other suitable community supports. There are also other existing third sector wellbeing activities available which will be highlighted, such as, such as peer led community walks, mainstream physical activity programmes, community gardens, drumming and bicycle starter sessions to support individuals within their communities.

Further details of progress of the transformation programme will be reported to Cabinet and the Integration Joint Board.

Caroline Cameron

Director - North Ayrshire Health and Social Care Partnership
13th February 2025

Equality and Children’s Rights Integrated Screening Form

The public sector equality duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics. In addition, where decisions affect young people, we must consider the ‘Rights of the Child’, under the United Nations Convention on the Rights of the Child (UNCRC).

The duty requires that the Council assesses the ‘equality impact’ of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made. In addition, we must also ensure we are not impacting negatively on Human Rights or socio-economic status under the Fairer Scotland Duty*

This form should assist in assessing whether a more detailed Equality and Children’s Rights impact assessment is required.

A. Proposal		
Title	Payroll turnover savings	
Budget reference number and heading if appropriate (or N/A).*		
Amount (£) of saving if appropriate (or N/A)	Payroll Turnover - Increase of £0.178m	
Service	All HSCP	
Lead Officer	Eleanor Currie	
Others Involved		
Date Completed	11/3/25	
2. What are the main aims of the proposal?		
<p>This proposal is regarding the target set for savings to be made due to staff turnover, based on turnover trends. When a member of staff leaves their post, there is a period of time where it is vacant due to the length of time it takes to recruit the next person, which leads to payroll savings.</p> <p>This assessment covers three Payroll Turnover Targets, those expected from NAC/Social Care contracted staff, those expected from Health staff who are not under lead partnership arrangements, and those from health who are under lead partnership arrangements.</p>		
3. What data, research or other evidence was used for this screening?		
Targets are set using turnover trend data.		
4. Screening questions		
	Yes	No

A. Proposal		
Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?		✓
Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)		✓
Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?		✓
Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?		✓

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)			✓	No anticipated impacts
Disability (Physical & learning)			✓	No anticipated impacts
Gender Re-assignment			✓	No anticipated impacts
Pregnancy & Maternity			✓	No anticipated impacts
Race & ethnic origin			✓	No anticipated impacts
Religion or belief			✓	No anticipated impacts
Sex			✓	No anticipated impacts
Sexual Orientation			✓	No anticipated impacts
Care Experienced			✓	No anticipated impacts
Other (Poverty, homelessness, rural, carers, part-time workers, etc)			✓	No anticipated impacts
Fairer Scotland Duty			✓	The identified turnover target is result of ongoing trends in the partnership workforce. It is not anticipated to have any negative impacts on any individuals, staff or otherwise.
Human Rights			✓	No anticipated impacts

6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)

Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary).

A. Proposal	
No anticipated impacts. Turnover savings are achieved through the natural movement of staff moving on from the partnership voluntarily. If any positives can be identified, it is that through turnover there are more job opportunities for local people when vacant posts are advertised	
7. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire	
There are no adverse impacts identified for Islands as a result of this proposal.	
8. Have any cross-cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?	
None identified.	
9. If a negative impact has been identified how will you modify it?	
None identified.	
10. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?	
None required.	
11. What are the monitoring and review arrangements?	
Staff turnover is monitored regularly through established HR and financial processes.	
12. What are the recommendations and further action resulting from this Equality Screening? (please explain)	
Full Equality Assessment (or) -	
Full Equality Assessment and Children's Rights Impact required.	
B. Outcome of the Proposal	
Screening Only (Please Explain)	No impacts identified
Full Assessment Required	

Authorisation

Policy Lead/Manager: Eleanor Currie

Date:

Head of Service: Caroline Cameron

Date:

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children's Rights Impact Screening Form

- 1. What aspects of the Policy/measure will affect children and young people?**

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found –
(Appendix 1 of the full form)
([Children & Young People's Commissioner Scotland](#))

None.

2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts.

(**Direct** impact, where changes directly impact the young person, e.g., education, child protection etc or **Indirect** Impact, where although not directly aimed at young people, will still have an impact, e.g., welfare reforms, parental leave, housing supply etc).

-

None.

3. Are there particular groups of young people who are more likely to be affected than others?

('Children' can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

-

None.

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Trindlemoss Responder Service

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£150k

Service: Learning Disabilities

Lead Officer: Thelma Bowers

Others Involved: Jan Thomson, Kerry Logan

Date Completed: 12/03/2025

2. What are the main aims of the proposal?

Introduce a responder service to proactively monitor service users in their home from a central staff base. The staff would respond to any unusual activity such as being out of bed for long periods of time. If successful, this would allow the

removal of one to one support from the service users home and pool resources more efficiently.

3. What data, research or other evidence was used for this screening?

Clinical information gleaned from reviews with services users as well as contract monitoring of care providers who are currently providing overnight support. In addition, there have been visits and discussions with other areas to benchmark the service provision.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Disability (Physical & learning)	Yes	Yes	Click or tap here to enter text.	The change to the service may have a positive impact on those with this protected characteristic in that it encourages independence and removes the need for a physical presence of carers in the house all evening. However, there are a number of individuals who have been receiving this service for many years who will not be able to cope with the change and it may prove to be detrimental to their health and overall wellbeing.

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Pregnancy & Maternity	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Fairer Scotland Duty	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Human Rights	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

Not applicable

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

Not applicable

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Not applicable

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)

If this service were to be set up exclusively inhouse this would impact on our Third sector Care Providers as most of the business currently sits with them. Most of these companies are currently reporting difficulties in sustainability due in part, to the disparity in hourly rate between North Ayrshire and other partnership areas who pay much more. It is possible that any major change to the amount of business could lead to the loss of the provider altogether.

10. If a negative impact has been identified, how will you modify it?

These providers are also experienced in providing these sorts of services in other areas and indeed in small pockets also in North Ayrshire so it could be considered in further phases that some lots of business be offered out to the market.

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

No

12. What are the monitoring and review arrangements?

This project will be monitored through the Learning Disability Transformation Board and Ultimately to the HSCP Transformation Board

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Screening Only as all opportunities to minimise negative impacts have been taken.

Full Impact Assessment Required

Click or tap here to enter text.

14. Authorisation

Policy Lead/Manager: Click or tap here to enter text.

Date: Click or tap to enter a date.

Head of Service: Click or tap here to enter text.

Date: Click or tap to enter a date.

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Not applicable

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Not applicable

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Not applicable

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Brighter Pathways: Re-Modelling Care Options

Budget reference number and heading if appropriate (or not applicable):

25/26 Budget paper for the IJB

Amount (£) of saving if appropriate (or not applicable): £1m

Service: Children & Families

Lead Officer: Elizabeth Stewart

Others Involved: Arthur Coutts

Date Completed: 12/03/2025

2. What are the main aims of the proposal?

The main aim of the proposal is to improve outcomes for our care experienced young people by offering localised and bespoke care particular to their own identified needs. It is also recognised that this proposal will generate savings given that the majority of overspend experienced within the Children and Families service is largely related to the cost of providing external residential care to children and young people who can no longer remain at home with their parents.

A review of all children who are looked after and accommodated is being carried out. Where possible, children and young people are being supported to return to more localised care settings which are hosted by North Ayrshire HSCP or young people who are at an appropriate age and stage are being supported to transition to the next stage of their life by gaining their own tenancy, with support being provided to them from our throughcare team. This will generate savings if the number of external placements decreases.

Realignment of Kinship Care allowance (to carers of young people within a supported care placement), to parallel allowance given to foster carers, who provide continuing care, will also generate savings. The savings will vary each year and depend on young people remaining in the placement. To apply the reduction to the remaining 83 places would see savings in Year 1 (25/26) of £5,670 ranging to around £10,000 per year moving forward.

In addition to the above, the service is also looking at alternative ways to improve our number of internal foster carers. Digital approaches to increase recruitment and capacity of foster carers which would prevent children being placed in external fostering provision and high-cost residential resources and would be a significant saving and cost avoidance to the partnership. It would also improve outcomes for children and young people by allowing them to remain within their local communities.

Focus is also being placed on increasing the capacity of supported carers to support young people transition from care settings from age sixteen, into a homely environment, to allow more bespoke support to be offered to them.

3. What data, research or other evidence was used for this screening?

External Residential Projected Savings

Children and Families senior management team provide scrutiny and oversight to all external residential resources to ensure appropriate care planning and moving on plans are in place for young people who can transition to an alternative resource, family, independent, or supported living environment. The plans for young people moving on are in line with the young person's wishes and views and in line with their care plan which is discussed and agreed at formal looked after reviews, which are carried out in accordance with the Looked After Children (Scotland) Regulations 2009.

Kinship Allowance Alignment

The Scottish Government developed the SRA rates for children in kinship and foster care based on various sources. This included independent analysis conducted by the Fraser of Allander Institute in 2018. This looked at:

- Household expenditure to estimate the cost of a child.
- Joseph Rowntree Foundation's work on poverty indicators.
- Thresholds and local authority information and practice regarding financial provision.

The alignment of the kinship care allowance is in line with the Scottish Recommended Allowance Guidance which does not apply to children over eighteen. The agreement was to reduce the allowance to the same rate that we pay supported carers and to ensure there was parity in allowances, in line with the Scottish Government guidance.

Data on the number of young people and kinship carers was considered, and benchmarking was done with other Local Authorities on their payments to young people, over eighteen, in kinship care.

4. Screening questions

Does the proposal affect service users, employees, or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Young people (YP) over 18 are moving on and will receive ongoing support	YP will move on from care settings and level of support will differ depending on situation	Click or tap here to enter text.	YP have expressed a wish to move on from their care setting and will receive ongoing support
Disability (Physical & learning)	YP with disabilities will be fully supported by adult services to ensure accommodation and support meets their needs	More vulnerable and disadvantaged due to disability	Enhanced transition/ assessment of need/support	Discussed at Transition Planning Group to ensure they receive the appropriate support
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Pregnancy & Maternity	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Care Experienced	YP are being supported until 21 – YP are moving	YP will move from care settings, support will be different.	Increase capacity for independence	YP are over 18 and agree with the plan.

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
	on to positive options			
Other (poverty, homelessness, rural, carers, part-time workers, etc)	Aim is to prevent homelessness for Care Experienced YP or breakdown in tenancy at later stage	Capacity to manage independent living	Click or tap here to enter text.	YP will receive ongoing support until 26. They are also given priority housing status.
Fairer Scotland Duty	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Human Rights	YP are fully consulted and rights are considered	YP are supported to make informed decisions that are in their best interest. The LA have no power or authority for YP over 18.	Click or tap here to enter text.	YP views on their future are discussed and documented. YP are fully involved in decisions about their future care and support

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

The work of the Brighter Pathways is to ensure children and young people who access services and care settings receive a high-quality service, which in turn improves their outcomes as they journey into adulthood, with each and every care experienced young person having no poverty of aspiration.

The Brighter Pathways work will also create more local resources and capacity to allow children and young people to remain in their local community or return to North Ayrshire from being placed out with.

The Brighter Pathways programme have questioned the quality of care and outcomes for young people who are supported in high-cost resources.

Although the realignment of Kinship care allowances, for those carers who support young people aged 18 plus in continuing care placements, is reduced slightly, it is recognised that those young people in kinship care aged 18 years plus, will be eligible for benefits in their own right and will have other streams of income via employment, benefits or a care experienced bursary of £225 per week paid directly to the young person.

Current policy is that the payment of the Scottish Recommended Allowance must be the equivalent of the local authority's foster care allowance, minus any means tested child related state benefits. The change will create parity within the policy and what the budget allows.

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

N/A

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see What is the Consumer Duty)

No

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies? (multiple discrimination or accumulated effects of multiple proposals)

No

10. If a negative impact has been identified, how will you modify it?

Young people over eighteen will transition and move on from their care setting. Some will return to family and others will be supported in the community and will receive ongoing support and guidance until aged twenty-six.

It will only be young people who agree to move on from external provision that will be affected.

This group of young people will be eligible for benefits in their own right and will have other streams of income via employment, benefits or a care experienced bursary of £225 per week paid directly to the young person.

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

Information on the alignment of kinship care payments for over eighteen-year-olds has been shared with affected kinship carers and they have been made aware of the national policy relating to payments for young people over eighteen.

12. What are the monitoring and review arrangements?

This will be monitored in line with the budget.

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –
Screening only

Full Impact Assessment Required

14. Authorisation

Policy Lead/Manager: Arthur Coutts

Date: 12/03/2025

Head of Service: Elizabeth Stewart

Date: 12/03/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

- Young people moving on from external resources will have a direct impact on young people, in line with UNCRC Article 12 the right of the child to be heard and have their opinion considered (Article 12) will be fully considered. This would also comply with the Children and Young People (Scotland Act 2014) relating to their eligibility for continuing care and to remain in the same placement until 21.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

This would allow some young people to return to family, independent living and supported care and to return to their community in North Ayrshire. Young people would only move on if they agreed and received support up until they were twenty-one.

3. Are there any particular groups of young people who are more likely to be affected than others?

This would affect young people who are currently looked after.

North Ayrshire Council Equality and Children's Rights Impact Assessment

This form will assist in carrying out an Equality Impact Assessment (and where appropriate Children's Rights Impact Assessment) of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality and Children's Rights Impact Assessment Toolkit**. The form is mandatory and must be published on the Council website once the policy or practice has been approved.

Section 1: Details

1.1: Directorate: Health & Social Care Partnership
Section: Health and Community Care

1.2 Name of Policy or Practice being assessed:

Care at Home

Please indicate if it is:

New:

Existing:

Budget Proposal:

Budget Reference Number (if applicable): HSCP-2025-2026

1.3 List of participants in Equality (& CRIA) Impact Assessment:
Lorraine Dyet and Louise Davidson

1.4 Manager responsible for impact assessment:

Name: Lorraine Dyet and Louise Davidson

Designation: Senior Managers, Health and Community Care, NA HSCP

1.5 Timetable:

Date Assessment started: 01/08/2024

Interview Review Date: 13/03/2025

Section 2: Aims & Relevance

2.1 What is the purpose of the policy, practice of proposal?

The proposal is part of the 2025/26 budget savings proposals, and financial recovery plan. The HSCP is considering options to implement savings based on current and future service levels to identify the savings options with minimal negative impacts to service delivery. The proposal is to continue to review the current frontline vacancies across the Care at Home Service, current levels of service delivery versus affordability and to consider possible actions that will ensure a reduction in Care at Home spend in line with budget availability. The impacts of this which could result in a reduction in care at home capacity including as costs, recruitment, Hospital delays waiting lists, impacts on staff, locality coverage etc.

2.2 Who (indicate the equality groups is affected by the policy or practice as an internal or external service user?)

Adults, Older people, Staff, Carers

2.3 Are there any children's rights (based on the Articles of the UNCRC – Appendix 2) that are impacted on through the proposal? (for further information please refer to the Equality and Children's Rights Toolkit)

Yes - Please **also** complete the CRIA questions in Appendix.

No - Please complete this form only.

Questions 2.4 – 2.6 refer to the 'Three Key Needs' of the Equality Duty

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

None

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

None

2.6 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not? (Does it tackle prejudice and promote a better understanding of equality issues).

None

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

This proposal is part of a series of proposals within the Health and Community Care service to support the need to reduce budgets as part of a financial recovery plan and future savings proposals for the HSCP. Along with this proposal to reduce care at home capacity, there are proposals to reduce inpatient supplementary staffing, Care Home Placements, and no Community Support PoC out with high-risk urgent cases. There is also additional scrutiny, oversight and authorisation for spend.

- Increased waiting times for a bed place in a community ward or care home
- Increased waiting times for receiving Care at Home
- Delayed transfers to community hospital beds
- Delayed care assessments
- Delayed discharges from hospital to a homely setting
- Impacts to families or carers of those affected by delays/waits to services, as carer support required may be increased or prolonged, which could have financial impacts
- Increased demand on Community supports – such as AHP services, Social Work services, Community Nursing, GPs and Care at Home support
- Impact on our rural services/island services
- Human impact on the experience of those receiving services and their families
- Organisational impact for example complaints, enquiries, FOIs and reputational impact.

2.8 If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?

- Reablement investment and increased reablement approach to service delivery inclusive of Moving and Handling project
- Community Rehab Review
- Accessing HSCP Services Review
- Access to Care at Home supports for adults (PD)
- High Cost Packages Scrutiny Group
- Continue to follow the existing priority of need framework which ensures those most in need of the service will be prioritised
- Weekly unmet need oversight and assurance group, which includes arrangements for how service users are communicated with whilst they wait
- Consider wider 'access to service' opportunities for demand management
- Care Monitoring System review to maximise efficiency in existing service delivery
- Scaling up use of technology and Community Alarm/Telecare
- Closely monitor absence and vacancy levels on a weekly basis
- Continue to recruit to casual workforce to promote and develop contingency options
- Refresh service wellbeing at work strategy to minimise staff absence levels through sickness
- Protect and promote the Community Alarm and Telecare Service, particularly to those service users awaiting a service

Section 3: Collecting Information

3.1 What evidence were you able to access about the needs of relevant protected groups?

Potential sources of Evidence:

Click or tap here to enter text

Source(s) of Evidence used for this assessment:

Various data has been utilised including levels of Care at Home provision, referral demand, waiting lists, staffing and financial information. In addition, the service continues to review efficiencies vacancy, absence levels and the capacity of the service to continue delivery with staff coverage and increased costs.

3.2 Are there any gaps in your evidence?

Click or tap here to enter text

Section 4: Impacts

4.1 From the list of protected characteristic groups identified in section 2.3 please identify any potential positive and negative impacts on any of these protected characteristics?

Protected Characteristic	Yes	No	Please Explain (Positive or Negative
Age - Older people, children and young people – please identify which categories will be affected	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is likely the implementation of this proposal could have a negative effect on older people. A reduction in the overall staffing of the service and service capacity is likely to lead to greater waiting lists and waiting times, impact on carers and families and could lead to a deterioration for some conditions. However the service will also review support packages and consider options for utilising signposting to potentially reduce the impact caused.
Disability - Physical and Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This proposal may have negative impacts on service users with disabilities. People accessing Care Homes often have complex care needs that can require routine nursing care. The reduction in local care home places may prevent or delay people in need from admission to a care home.
Gender reassignment - Where a person is living as the opposite gender to their birth	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Pregnancy and Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Race, ethnicity, colour, nationality or national origins - (including gypsy/ travellers, refugees and asylum seekers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Religion or belief - Includes religious and philosophical beliefs, including no belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Sex - Women and Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Trend information indicates that more women are in receipt of Care at Home services than men. As such, any reduction in Care at Home places is likely to impact on a greater proportion of older women than older men.
Sexual Orientation - Lesbian, gay and bisexual people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Marriage and Civil Partnership - marriage between same sex couples is included	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.
Care Experienced - This term refers to anyone who is currently in care or has been for any length	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click or tap here to enter text.

Protected Characteristic	Yes	No	Please Explain (Positive or Negative
of time regardless of their age, and includes Kinship Care (other family members); Looked After At Home (with support from social work); Residential Care ; Foster Care ; Secure Care ; Adoption .			
Other - Poverty, homelessness, ex-offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is likely that this proposal may adversely impact on carers of people with complex care needs, particularly if there are delays in receiving care at home.
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through implementation of this proposal, no Human Rights will be breached. While this proposal may limit some care options, all services users will still be fully assessed and provided appropriate care and support on the basis of their need.

4.2 If there is a possibility that Young People will be impacted through this policy either directly or indirectly – please complete the Children’s Rights Assessment in Appendix 1.

No

Fairer Scotland Duty

4.3 The Fairer Scotland Duty (‘the Duty’), Part 1 of the Equality Act 2010 places a legal responsibility on the Council to actively consider (‘pay due regard to’) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making decisions (further guidance is available here).

Does the proposal have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage?(consider low income; low wealth; material deprivation; area deprivation; communities of place or interest, socio-economic background).

By reducing the backfilling of posts there is unlikely to be an impact on current staff, though it could have wider impacts for the area by reducing the work available locally. If there are longer waiting lists due to a reduction in staff coverage, there may be an impact on families or carers, who may have increased or prolonged care responsibilities, which may affect ability to work.

Area Deprivation: Where you live (rural areas), where you work (accessibility of transport.

Reducing care at home support, this may impact support available in the person’s area, and for those in rural areas they may struggle to access mainstream support.

4.4 If impacts have been identified how will these be mitigated or explored in more detail? (please outline below)

- The use of Unmet Need group that was introduced early 2024 which provides assurances that there is a robust process in place to manage risk and review unmet need within the

community for those currently awaiting service and supports. It is the purpose of the group to ensure that all possible alternatives have been considered.

- Reablement investment and increased reablement approach to service delivery inclusive of Moving and Handling project
- Technology and other virtual supports
- Community Rehab Review
- Accessing HSCP Services Review
- Access to Care at Home supports for adults (PD)
- High Cost Packages Scrutiny Group

4.5 Island Proofing

Island Proofing is about considering the particular needs and circumstances of island communities when public sector organisations exercise their functions and make decisions. This has been added to the process of assessing the Council Plan and includes a range of issues such as access to services, digital connectivity, employment and access to education; transport and access to goods and services.

Residents of our island communities (Arran and Cumbrae) are subject to the same assessment processes as mainland residents. An overall reduction in Care Home should not adversely impact those living on the islands.

Section 5: Assessment

5.1 Is there any evidence that the policy:

- **may result in less favourable treatment for particular groups?**
- **may give rise to direct or indirect discrimination?**
- **may give rise to unlawful harassment or victimisation?**

Yes:

No:

No evidence:

If yes, give details:

Due to the different proposals affecting the same groups, in addition to the continued budget savings from 2024/2025 it is more than likely there will be negative impacts on older people and those with a disability or complex care needs. However, this is not discrimination as the service is open to anyone that needs it, it just is more likely older people with more complex needs.

5.2 **If you have identified a negative impact for any protected characteristic, how will you modify this?**

- The use of the Unmet Need group that was introduced early 2024 which aims to provide assurance that there is a robust process in place to manage risk and review unmet need within the community for those currently awaiting service and supports. It is the purpose of the group to ensure that all possible alternatives have been considered.
- Reablement investment and increased reablement approach to service delivery inclusive of Moving and Handling project
- Technology and other virtual supports
- Community Rehab Review
- Accessing HSCP Services Review
- Access to Care at Home supports for adults (PD)

- High Cost Packages Scrutiny Group

5.3 Is the policy or practice intended to promote equality by permitting positive action to remove or minimise disadvantage?

Yes:

No:

If Yes, please give details:

Click or tap here to enter text

5.4 Will the policy lead to positive outcomes for people based on a protected characteristic? (please explain):

No

Section 6: Consultation & Recommendations

6.1 Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.

None

Section 7: Outcome of Assessment

please ensure children's rights have been considered (appendix 1) before completing this section

7.1 Please detail the outcome of the assessment by choosing an option below:

1. No major alterations to the policy assessed: the ECRIA (and socio-economic impact) demonstrates the policy is robust and there is no possible discrimination or adverse impact. All opportunities to promote equality have been taken.
2. Adjust the policy: the ECRIA (and socio-economic impact) identifies potential problems of missed opportunities. Adjust the policy to remove barriers or better promote equality.
3. Continue the policy: the ECRIA (and socio-economic impact) identifies the potential for adverse impact or missed opportunities to promote equality. Set out the justifications for continuing with it in the ECRIA, in line with the duty to have due regard. For the most important policies, compelling reasons will be needed.
4. Stop and remove the policy: the policy shows actual or potential unlawful discrimination. It must be removed or changed

7.2 For Outcome 2. in section 7.1 above - please detail recommendations, including any action required to address negative impacts identified or to better promote equality

7.3 Please state the key issues and recommendations arising from the Children's Rights Impact Assessment (if applicable)?

Click or tap here to enter text

7.4 If Outcome 3 is chosen from section 7.1 above, please outline the justifications for continuing the policy/procedure.

The proposal has been considered with all other proposals affecting this user group and a series of mitigating impacts have been identified. The proposal is part of a financial recovery plan and proposals to reduce the cost of services are being put forward with the least impact on service users. Although there are some impacts that have been identified, the recovery plan must be implemented in order to continue offering services while reducing costs.

Section 8: Monitoring

8.1 Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.

Click or tap here to enter text

8.2 Describe how you will publish the results of monitoring arrangements?

Click or tap here to enter text

8.3 When is the policy or practice due to be reviewed?

Click or tap here to enter text

8.4 Head of Service who has approved impact assessment

Please insert name and title of the Head of Service who has approved this assessment.

Name: Kerry Logan

Title: Head of Service – Health and Community Care

Date: 13/03/2025

Section 9: Publication

9.1 All Equality Impact Assessments must be published on the Council website. Please forward to Andrew Hale (andrewhale@north-ayrshire.gov.uk).

Useful Guidance

Equality and Human Rights Commission: Assessing impact and the public sector duty: A guide for public authorities (Scotland) (2012)

[Equality and Human Rights Website](#)

Children's Rights:

- [Childrens and Young People Commissioner Scotland website](#)
- [Scottish Government Website – Children's Rights](#)

Appendix 1

When considering the Children's Right's Impact process, some of the key considerations should be recorded in the EIA question section, including any evidence, research and consultation (including any consultation with young people)

Children's Rights Impact Assessment – Not Applicable as no direct or indirect impact on younger people

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Care Package Reviews

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£200,000

Service: Cross Service

Lead Officer: Jan Thomson, Julie Barret, David Allan

Others Involved: Click or tap here to enter text.

Date Completed: 14/03/2025

2. What are the main aims of the proposal?

To review existing care packages to identify and potential savings.

3. What data, research or other evidence was used for this screening?

In 2024/25 there has been in excess of £400K of 'clawbacks' from direct payment care packages and this informed the level of potential savings.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)		Click or tap here to enter text.	Yes	Care will still be provided based on assessed need irrespective of age.
Disability (Physical & learning)		Click or tap here to enter text.	Yes	Care will still be provided based on assessed need irrespective of age or disability.
Gender Re-assignment		Click or tap here to enter text.	Yes	Care will still be provided based on assessed need irrespective of gender re-assignment
Pregnancy & Maternity	Click or tap here to enter text.		Yes	Care will still be provided based on assessed need irrespective of pregnancy and maternity.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's race or ethnicity.

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's religion or belief.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sex.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sexual orientation.
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual being care experienced.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual being care experienced.
Fairer Scotland Duty		Click or tap here to enter text.	Yes	Click or tap here to enter text.
Human Rights		Click or tap here to enter text.	Yes	

- 6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

No negative impact anticipated

- 7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?**

Not applicable

- 8. Consumer Duty – Is your proposal a decision that will impact on consumers?** (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Not applicable

- 9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)**

- 10. If a negative impact has been identified, how will you modify it?**

This is the only saving being made in this service area but there is a saving for care at home in-house service. The negative impact is mitigated as the savings will be targeted at areas where care packages have previously underspent.

- 11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?**

Consultation to date has been with management

- 12. What are the monitoring and review arrangements?**

Monitoring of the saving will be via the 25/26 budget monitoring reports presented to the IJB..

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Screening only as all negative impacts have been mitigated.

Full Impact Assessment Required

Click or tap here to enter text.

14. Authorisation

Policy Lead: Jan Thomson / David Allan/ Julie Barret

Date: 14/03/2025

Head of Service: Thelma Bowers and Kerry Logan

Date: 14/03/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Click or tap here to enter text.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Click or tap here to enter text.

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Click or tap here to enter text.

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Care Package Reviews

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£56,000

Service: Cross Service

Lead Officer: Eleanor CurrieClick or tap here to enter text.

Date Completed: 14/03/2025

2. What are the main aims of the proposal?

To review existing vacancies and identify and potential savings.

3. What data, research or other evidence was used for this screening?

A list of vacant posts has been reviewed and services are considering which post(s) can be deleted.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)		Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of age.
Disability (Physical & learning)		Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of ability / disability.
Gender Re-assignment		Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of gender re-assignment.
Pregnancy & Maternity	Click or tap here to enter text.	`	Yes	We do not anticipate any adverse impacts on the basis of pregnancy and maternity.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's race or ethnicity.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's religion or belief.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				on the basis of the individual's sex.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sexual orientation.
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual being care experienced.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual being care experienced.
Fairer Scotland Duty		Click or tap here to enter text.	Yes	Click or tap here to enter text.
Human Rights		Click or tap here to enter text.	Yes	

- 6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

No negative impact anticipated

- 7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?**

Not applicable

- 8. Consumer Duty – Is your proposal a decision that will impact on consumers?** (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Not applicable

- 9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)**

- 10. If a negative impact has been identified, how will you modify it?**

n/a

- 11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?**

Consultation to date has been with management

- 12. What are the monitoring and review arrangements?**

Monitoring of the saving will be via the 25/26 budget monitoring reports presented to the IJB..

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Screening only as all negative impacts have been mitigated.

Full Impact Assessment Required

Click or tap here to enter text.

14. Authorisation

Policy Lead: Eleanor Currie

Date: 14/03/2025

Head of Service: Thelma Bowers, Kerry Logan, Elizabeth Stewart

Date: 14/03/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Click or tap here to enter text.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Click or tap here to enter text.

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Click or tap here to enter text.

Version: 6.0

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: 2025/26 Charging Policy

Budget reference number and heading if appropriate (or not applicable):

N/a

Amount (£) of saving if appropriate (or not applicable):

Projected Additional Income (gross)	£547,000
Less amounts to be reinvested to meet the additional cost of delivering the service	(£161,000)
Less the current under recovery of income	(£200,000)
Projected Additional Income (net)	£186,000

Service: North Ayrshire Health and Social Care Partnership

Lead Officer: Eleanor Currie

Others Involved: [Click or tap here to enter text.](#)

Date Completed: 13/01/2025

Version: 6.0

2. What are the main aims of the proposal?

To outline the proposed charges for provided adult social care services for 2025/26 which will form part of the annual review of the Charging Policy. This includes the introduction of new charges.

3. What data, research or other evidence was used for this screening?

CoSLA Charging Survey – this is a survey undertaken by CoSLA across all Scottish local authorities.

Review of charges versus the cost of delivering the service.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

There are inequalities as we charge for some areas of service e.g. older people and LD day care but not for attendance at the Dirrans Centre. A new charge is being proposed for the Dirrans Centre.

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all adult service users irrespective of age. Service users are more likely to be older or have a disability, but the charging policy will not impact the level of care, and will only impact cost, which is being adjusted due to the cost of providing the service
Disability (Physical & learning)	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to

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Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				all service users irrespective of ability / disability.
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users irrespective of gender reassignment.
Pregnancy & Maternity	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users irrespective of whether a person is pregnant.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a

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Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				financial assessment form. The charging policy is applied equally to all service users irrespective of their race or ethnic origin.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users irrespective of their religion or beliefs.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users irrespective of their sex.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an

Version: 6.0

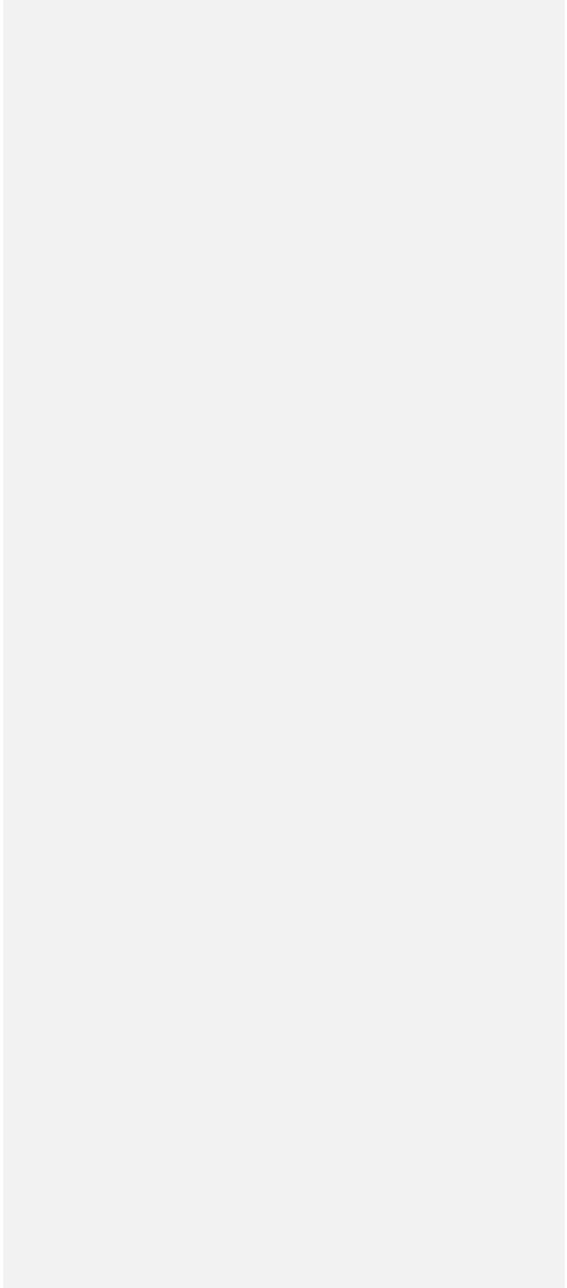
Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users irrespective of their sexual orientation.
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users irrespective of whether they are care experienced.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users.

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Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Fairer Scotland Duty	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy is applied equally to all service users. Although the charge itself does not discriminate, the impact of an increased charge is more likely to have a negative impact on groups on a lower income, however the charge is means tested and negates the negative impact.
Human Rights	Click or tap here to enter text.	Click or tap here to enter text.	x	All charges are made on an individual basis by completion of a financial assessment form. The charging policy

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Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				is applied equally to all service users.



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**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

Although an increased charge is likely to have more of an impact on those with lower wealth or income, the policy has mitigations around the ability to pay. The new policy will ensure parity and equity of charges and be based on the ability to pay. Part of this assessment process will ensure that income is maximised and all appropriate benefits are being received.

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

The charging for Community Alarms on the islands is less than the charge for mainland services. This reflects the reduced level of service provided.

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Yes. It relates to charges for health and social care services received. Note that personal care is not chargeable so it is only for non-personal care.

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)

No

10. If a negative impact has been identified, how will you modify it?

Contribution to services is determined on an individual basis by completion of a financial assessment form. This will take account of income, savings and other capital to work out how much each service user can afford to pay toward the cost of the services provided. Part of this assessment process will ensure that income is maximised and all appropriate benefits are being received.

The policy is based on the following principles:

- You will only be charged for the hours of care and support that you receive.
- You will not be charged more than it costs to provide the service for which your

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- charge has been assessed.
- Where the charge is subject to a financial assessment, this will be based on your ability to pay, following an income maximisation assessment.
- You will know how and why you are being charged.
- You will be treated in a fair, transparent and equitable manner.

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

Letters outlining the changes to charges will be sent to the following groups of service users:

- Digital community alarm services – increased charge
- Second community alarms in a household – new charge
- Dirrans Centre – new charge
- Older People Day Care – increased charge
- LD Day Care – increased charge

Commented [EC1]: Review the wording re letters once it is agreed what is being sent out.

These letters will outline the approved charges for 2025/26 but not the actual contribution each person will make.

The actual contribution to services that each person will make is determined on an individual basis by completion of a financial assessment form. This will take account of income, savings and other capital to work out how much each service user can afford to pay toward the cost of the services provided. These assessments will take place from March 2025 onwards.

Part of this assessment process will ensure that income is maximised and all appropriate benefits are being received. The actual charge each person will pay will be determined

The introduction of a charge for financial intervention services could not be consulted on as the service users can lack capacity. The proposal was instead referred to the Chief Social Work Officer for consideration on their behalf and he supports the proposal

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12. What are the monitoring and review arrangements?

The additional income will be monitored as part of the 2025/26 budget monitoring reports presented to the IJB. Money Matters will continue to monitor via financial assessments.

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Screening Only as all opportunities to minimise negative impacts have been taken.

Full Impact Assessment Required

Click or tap here to enter text.

14. Authorisation

Policy Lead/Manager: Eleanor Currie

Date: 13/01/2025

Head of Service: Paul Doak

Date: 09/01/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Version: 6.0

Appendix 1 – Children's Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRJA (full form) ([Children & Young People's Commissioner Scotland](#))

Click or tap here to enter text.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

Direct impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Click or tap here to enter text.

3. Are there any particular groups of young people who are more likely to be affected than others?

('Children' can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Click or tap here to enter text.

Equality and Children’s Rights Integrated Screening Form

The public sector equality duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics. In addition, where decisions affect young people, we must consider the ‘Rights of the Child’, under the United Nations Convention on the Rights of the Child (UNCRC).

The duty requires that the Council assesses the ‘equality impact’ of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made. In addition, we must also ensure we are not impacting negatively on Human Rights or socio-economic status under the Fairer Scotland Duty*

This form should assist in assessing whether a more detailed Equality and Children’s Rights impact assessment is required.

A. Proposal		
Title	Removal of vacant posts	
Budget reference number and heading if appropriate (or N/A).*		
Amount (£) of saving if appropriate (or N/A)	£300,000 total £186,000 from Mental Health Business Support £114,000 from Partnership Business Support	
Service	Business Support Services, HSCP	
Lead Officer	Julie Davis	
Others Involved	Caroline Carolne	
Date Completed	31/03/25	
2. What are the main aims of the proposal?		
Business Support teams will be reviewed to remove vacant posts to achieve savings, up to the value of £300,000.		
3. What data, research or other evidence was used for this screening?		
During the budget savings conversations, vacant posts were looked at as a means for implementing savings, and non-frontline posts were prioritised.		
4. Screening questions		
	Yes	No
Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?	✓	
Does the proposal have any relevance for Human and/or Children’s Rights? (please see guidance)		✓

A. Proposal				
Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?				✓
Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?				✓
Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)			✓	None identified
Disability (Physical & learning)			✓	None identified
Gender Re-assignment			✓	None identified
Pregnancy & Maternity			✓	None identified
Race & ethnic origin			✓	None identified
Religion or belief			✓	None identified
Sex			✓	None identified
Sexual Orientation			✓	None identified
Care Experienced			✓	None identified
Other (Poverty, homelessness, rural, carers, part-time workers, etc)		✓		This proposal affects employees, because the deletion of vacant posts could have an impact on the roles and workload of other employees.
Fairer Scotland Duty			✓	None identified
Human Rights			✓	None identified
6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions) Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary).				
N/A				
7. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire				
There are no adverse impacts identified for Islands as a result of this proposal.				
8. Have any cross-cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?				

A. Proposal	
None identified.	
9. If a negative impact has been identified how will you modify it?	
Not required.	
10. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?	
Not required.	
11. What are the monitoring and review arrangements?	
Services affected will be monitored by line manager to ensure they are still able to function with decreased staff resource.	
12. What are the recommendations and further action resulting from this Equality Screening? (please explain)	
Full Equality Assessment (or) -	
Full Equality Assessment and Children's Rights Impact required.	
B. Outcome of the Proposal	
Screening Only (Please Explain)	Posts are non-frontline and should cause minimal service impacts.
Full Assessment Required	

Authorisation

Policy Lead/Manager: Julie Davis

Date: 12/03/2025

Head of Service: Caroline Cameron (HSCP Director)

Date: 12/02/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children's Rights Impact Screening Form

1. What aspects of the Policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found –

(Appendix 1 of the full form)
([Children & Young People's Commissioner Scotland](#))
-None

2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts.

(**Direct** impact, where changes directly impact the young person, e.g., education, child protection etc or **Indirect** Impact, where although not directly aimed at young people, will still have an impact, e.g., welfare reforms, parental leave, housing supply etc).
-None

3. Are there particular groups of young people who are more likely to be affected than others?

('Children' can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)
- None

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Financial Inclusion Delivery model

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£390,000

Service: Financial Inclusion

Lead Officer: Sheena Campbell

Others Involved: Caroline Cameron

Date Completed: 26/11/2024

2. What are the main aims of the proposal?

In April 2023, Money Matters and the Welfare Reform Advice Team (formerly in Housing services) formed a new Financial Inclusion service positioned within the HSCP.

The Welfare Reform Advice Team is funded by the Housing Revenue Account and provide welfare rights and debt advice as well as wider financial inclusion supports for council tenants.

Money Matters provides welfare rights advice, currently for all North Ayrshire residents. The aim of the proposal is to restructure the Financial Inclusion team and to take a more targeted approach to service delivery through the Money Matters team.

Poverty statistics indicate that in Scotland, households living in poverty include:

- 24% of all children (29% in North Ayrshire)
- 27% of children with a disabled family member
- 38% of children in lone parent families, 37% in a family with a baby and 38% of children in large families
- 25% of carers and 33% of families where someone is in receipt of carers' allowance
- 41% of all those receiving disability benefits (where disability benefits are excluded)

The proposal is that from 1 May 2025, the following residents will continue to be able to access Money Matters services:

- people engaged with/referred by with HSCP/NHS services
- people referred by NAC services including Scottish Welfare Fund team, schools and employability services
- people referred by other services such as the Foodbanks/Larders, Women's Aid or Citrus Energy
- people who self-refer who have disabilities, have dependent children, are pregnant and/or are carers.

In 2023-24, around 80% of all referrals fell within the above groups.

People who do not fall within the above priority groups will include low income households. However, there are other welfare rights service available (see details below in Section 6).

The proposal supports the North Ayrshire Child Poverty Action Plan 2023

3. What data, research or other evidence was used for this screening?

Money Matters client data

NAC Equality Outcomes

[Poverty: facts and figures | CPAG](#)

[Poverty in Scotland 2024 | Joseph Rowntree Foundation](#)

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Click or tap here to enter text.	Potential negative impact for people who do not fall within the priority groups above.		
Disability (Physical & learning)	Click or tap here to enter text.	Click or tap here to enter text.	No change	Click or tap here to enter text.
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	Services available through a referral from a support service eg NHS	No cases recorded to date.
Pregnancy & Maternity	Click or tap here to enter text.		No change.	Click or tap here to enter text.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	No change.	Click or tap here to enter text.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	No change	Click or tap here to enter text.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	No change	Click or tap here to enter text.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	No change	Click or tap here to enter text.
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Can continue to access services through a referral from Throughcare or other support service.	Click or tap here to enter text.

Version: 6.0

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Click or tap here to enter text.	People living in rural areas, or part-time workers/low income households and others who do not fall within the priority groups above.		Click or tap here to enter text.
Fairer Scotland Duty	Click or tap here to enter text.	Potential negative impact for people who may be low income but who fall outside the priority groups above.	Click or tap here to enter text.	Click or tap here to enter text.
Human Rights	Click or tap here to enter text.	Click or tap here to enter text.	No change	Click or tap here to enter text.

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

There is potential negative impact for the Fairer Scotland Duty for groups outside the priority groups. However, they will be able to access welfare rights advice from other services – locally through the HSCP Financial Inclusion Welfare Reform Advice Team (council tenants), Housing Associations which offer this service for their tenants or CHAP; nationally (and a limited local service) from Citizens Advice. We will signpost people who do not fall within our priority groups to those services and also provide information and self-help advice and support online. In addition, through the Financial Inclusion Partnership a joint approach to promoting all welfare rights advice services will help improve awareness in our communities. Moving forward, the impact of these changes will be monitored, both internally and through the Financial Inclusion Partnership, with other local service providers, and reviewed.

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

People from island communities will have access to services in accordance with the priority groups above. Engagement with services on the islands to promote MM services is already in place and will be further developed going forward. Services are currently available to island residents remotely ie by telephone, and this will continue.

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

No

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)

As above, there is potential for an increase in referrals to/demand for other welfare rights advice services. At this time, there is no indication of a planned reduction in any of those services.

10. If a negative impact has been identified, how will you modify it?

None

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

No

12. What are the monitoring and review arrangements?

A Performance Management Framework has recently been implemented which will enable close monitoring and review of services and includes pro-actively seeking the views of clients who access the services. Wider monitoring and review of impact through the North Ayrshire Financial Inclusion Partnership.

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Whilst there is potential negative impact identified in relation to the Fairer Scotland Duty, they are potential low income, but not Equality Groups.

Full Impact Assessment Required

n/a

14. Authorisation

Policy Lead/Manager: Sheena Campbell, Senior Manager

Date: 26/11/2024

Head of Service: Paul Doak

Date: 03/12/2024

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Click or tap here to enter text.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Click or tap here to enter text.

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Click or tap here to enter text.

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Brighter Pathways: Re-Modelling Care Options

Budget reference number and heading if appropriate (or not applicable):

25/26 Budget paper for the IJB

Amount (£) of saving if appropriate (or not applicable): £1m

Service: Children & Families

Lead Officer: Elizabeth Stewart

Others Involved: Arthur Coutts

Date Completed: 12/03/2025

2. What are the main aims of the proposal?

The main aim of the proposal is to improve outcomes for our care experienced young people by offering localised and bespoke care particular to their own identified needs. It is also recognised that this proposal will generate savings given that the majority of overspend experienced within the Children and Families service is largely related to the cost of providing external residential care to children and young people who can no longer remain at home with their parents.

A review of all children who are looked after and accommodated is being carried out. Where possible, children and young people are being supported to return to more localised care settings which are hosted by North Ayrshire HSCP or young people who are at an appropriate age and stage are being supported to transition to the next stage of their life by gaining their own tenancy, with support being provided to them from our throughcare team. This will generate savings if the number of external placements decreases.

Realignment of Kinship Care allowance (to carers of young people within a supported care placement), to parallel allowance given to foster carers, who provide continuing care, will also generate savings. The savings will vary each year and depend on young people remaining in the placement. To apply the reduction to the remaining 83 places would see savings in Year 1 (25/26) of £5,670 ranging to around £10,000 per year moving forward.

In addition to the above, the service is also looking at alternative ways to improve our number of internal foster carers. Digital approaches to increase recruitment and capacity of foster carers which would prevent children being placed in external fostering provision and high-cost residential resources and would be a significant saving and cost avoidance to the partnership. It would also improve outcomes for children and young people by allowing them to remain within their local communities.

Focus is also being placed on increasing the capacity of supported carers to support young people transition from care settings from age sixteen, into a homely environment, to allow more bespoke support to be offered to them.

3. What data, research or other evidence was used for this screening?

External Residential Projected Savings

Children and Families senior management team provide scrutiny and oversight to all external residential resources to ensure appropriate care planning and moving on plans are in place for young people who can transition to an alternative resource, family, independent, or supported living environment. The plans for young people moving on are in line with the young person's wishes and views and in line with their care plan which is discussed and agreed at formal looked after reviews, which are carried out in accordance with the Looked After Children (Scotland) Regulations 2009.

Kinship Allowance Alignment

The Scottish Government developed the SRA rates for children in kinship and foster care based on various sources. This included independent analysis conducted by the Fraser of Allander Institute in 2018. This looked at:

- Household expenditure to estimate the cost of a child.
- Joseph Rowntree Foundation's work on poverty indicators.
- Thresholds and local authority information and practice regarding financial provision.

The alignment of the kinship care allowance is in line with the Scottish Recommended Allowance Guidance which does not apply to children over eighteen. The agreement was to reduce the allowance to the same rate that we pay supported carers and to ensure there was parity in allowances, in line with the Scottish Government guidance.

Data on the number of young people and kinship carers was considered, and benchmarking was done with other Local Authorities on their payments to young people, over eighteen, in kinship care.

4. Screening questions

Does the proposal affect service users, employees, or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Young people (YP) over 18 are moving on and will receive ongoing support	YP will move on from care settings and level of support will differ depending on situation	Click or tap here to enter text.	YP have expressed a wish to move on from their care setting and will receive ongoing support
Disability (Physical & learning)	YP with disabilities will be fully supported by adult services to ensure accommodation and support meets their needs	More vulnerable and disadvantaged due to disability	Enhanced transition/ assessment of need/support	Discussed at Transition Planning Group to ensure they receive the appropriate support
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Pregnancy & Maternity	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Care Experienced	YP are being supported until 21 – YP are moving	YP will move from care settings, support will be different.	Increase capacity for independence	YP are over 18 and agree with the plan.

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
	on to positive options			
Other (poverty, homelessness, rural, carers, part-time workers, etc)	Aim is to prevent homelessness for Care Experienced YP or breakdown in tenancy at later stage	Capacity to manage independent living	Click or tap here to enter text.	YP will receive ongoing support until 26. They are also given priority housing status.
Fairer Scotland Duty	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Human Rights	YP are fully consulted and rights are considered	YP are supported to make informed decisions that are in their best interest. The LA have no power or authority for YP over 18.	Click or tap here to enter text.	YP views on their future are discussed and documented. YP are fully involved in decisions about their future care and support

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

The work of the Brighter Pathways is to ensure children and young people who access services and care settings receive a high-quality service, which in turn improves their outcomes as they journey into adulthood, with each and every care experienced young person having no poverty of aspiration.

The Brighter Pathways work will also create more local resources and capacity to allow children and young people to remain in their local community or return to North Ayrshire from being placed out with.

The Brighter Pathways programme have questioned the quality of care and outcomes for young people who are supported in high-cost resources.

Although the realignment of Kinship care allowances, for those carers who support young people aged 18 plus in continuing care placements, is reduced slightly, it is recognised that those young people in kinship care aged 18 years plus, will be eligible for benefits in their own right and will have other streams of income via employment, benefits or a care experienced bursary of £225 per week paid directly to the young person.

Current policy is that the payment of the Scottish Recommended Allowance must be the equivalent of the local authority's foster care allowance, minus any means tested child related state benefits. The change will create parity within the policy and what the budget allows.

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

N/A

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see What is the Consumer Duty)

No

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies? (multiple discrimination or accumulated effects of multiple proposals)

No

10. If a negative impact has been identified, how will you modify it?

Young people over eighteen will transition and move on from their care setting. Some will return to family and others will be supported in the community and will receive ongoing support and guidance until aged twenty-six.

It will only be young people who agree to move on from external provision that will be affected.

This group of young people will be eligible for benefits in their own right and will have other streams of income via employment, benefits or a care experienced bursary of £225 per week paid directly to the young person.

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

Information on the alignment of kinship care payments for over eighteen-year-olds has been shared with affected kinship carers and they have been made aware of the national policy relating to payments for young people over eighteen.

12. What are the monitoring and review arrangements?

This will be monitored in line with the budget.

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Screening Only as all opportunities to minimise negative impacts have been taken.

Full Impact Assessment Required

14. Authorisation

Policy Lead/Manager: Arthur Coutts

Date: 12/03/2025

Head of Service: Elizabeth Stewart

Date: 12/03/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

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1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

- Young people moving on from external resources will have a direct impact on young people, in line with UNCRC Article 12 the right of the child to be heard and have their opinion considered (Article 12) will be fully considered. This would also comply with the Children and Young People (Scotland Act 2014) relating to their eligibility for continuing care and to remain in the same placement until 21.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

This would allow some young people to return to family, independent living and supported care and to return to their community in North Ayrshire. Young people would only move on if they agreed and received support up until they were twenty-one.

3. Are there any particular groups of young people who are more likely to be affected than others?

This would affect young people who are currently looked after.

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

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- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Support provision within Trindlemoss House: Moving from Nursing-led to Social Care model

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£250,000

Service: Learning Disability Service

Lead Officer: Jan Thomson

Others Involved: Gillian Duffy; Linda McClymont

Date Completed: 12/03/2025

2. What are the main aims of the proposal?

Trindlemoss House provides support to 6 individuals with learning disabilities and complex support needs (including behaviours perceived as challenging), who require high levels of care. Since its establishment in 2020, it has experienced

a variety of issues, which has led to a range of responses, including recent proposals around the creation of Band 4 Senior Support Worker roles. The latter development represents a shift away from the Nurse-led model of care which Trindlemoss House inherited from Arrol Park Assessment and Treatment Unit. There is scope to go further in this direction of change and shift entirely to a Social Care model within Trindlemoss House, in the interests of ensuring sustainability, and improved outcomes for individuals.

3. What data, research or other evidence was used for this screening?

The revised staffing model has been informed by past evidence gathering regarding staff roles and responsibilities within Trindlemoss House; current awareness within the Management team of the mismatch between a traditional Nursing model and the actual support needs of individuals; benchmarking around staffing models in similar complex care environments elsewhere in Scotland; and ongoing national issues regarding recruitment to Learning Disability Nursing roles.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

Version: 6.0

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Yes	Click or tap here to enter text.	Click or tap here to enter text.	By shifting to a social care model, a greater focus will be enabled on the quality of life of individuals in its broadest sense. Ample opportunity will remain for relevant support in relation to specialist healthcare from other parts of the Learning Disability Service as well as other elements of the mainstream system (e.g. in relation to age related needs).
Disability (Physical & learning)	Yes	Click or tap here to enter text.	Click or tap here to enter text.	The key reason for this shift is the attainment of better lives for individuals. A nurse-led model is entirely relevant within a specialist healthcare (hospital) setting, but

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				Trindlemoss House is not a hospital. As such, a Social Care model is a more appropriate reflection of the setting and its aspirations.
Gender Re-assignment	Yes	Click or tap here to enter text.	Yes	The service is focused on people with learning disabilities, and enabling a more flexible response around holistic needs. It is anticipated that this will create greater capacity for adapting around changing circumstances in a relationship focused manner. However, the extent to which individuals undergoing gender re-assignment will benefit from this is possibly limited, as a reflection of its limited occurrence

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				within the LD population.
Pregnancy & Maternity	Click or tap here to enter text.	Yes	Yes	<p>Supporting individuals in relation to their sexual and reproductive rights is a legitimate part of the work of Trindlemoss House, whatever its staffing model. Potentially, pregnancy is an experience where on-site Nursing support could be of immense value to individuals. However, Trindlemoss House is in no way an appropriate environment for raising a family. Should the situation arise, then finding appropriate accommodation elsewhere would be a priority which Social Care staff</p>

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				would be well placed to support, as well as linking with other elements of the LD and mainstream services to ensure that health needs are appropriately met.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's race or ethnicity.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's religion or belief.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sex.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sexual orientation.
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				individual being care experienced.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Yes	Click or tap here to enter text.	Click or tap here to enter text.	A significant element of the impetus behind this revised staffing model is a desire for greater flexibility of practice, with a clearer focus on community connection and relationship building. A more flexible response in these respects will create greater capacity for adapting around the financial and other circumstances of the individual, and their family network.
Fairer Scotland Duty	Yes	Click or tap here to enter text.	Click or tap here to enter text.	As noted above, a significant element of the impetus behind this revised staffing model is a desire for greater flexibility of practice, with a clearer focus on community connection and

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				relationship building. A more flexible response in these respects will create greater capacity for adapting around the socioeconomic circumstances of the individual, and their family network.
Human Rights	Yes	Click or tap here to enter text.	Click or tap here to enter text.	As noted above, improving the quality of life of the individuals within Trindlemoss House is the starting point for this staffing redesign process. As part of this, the change is anticipated to produce benefits for the choice making and independence of individuals. The Nursing-led model was very much a reflection of previous institutional care within Arrol Park, from which a good

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				<p>number of the original residents and staff came. The recent report of the Scottish Human Rights Commission (Tick Tock) highlights the progress that remains to be made around reducing institutional living experienced by people with learning disabilities. In redesigning the staffing model, the Learning Disability Service is drawing a clear line under the institutional legacy of Arrol Park, and committing to a meaningful realisation of human rights for all.</p>

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

As noted above, we anticipate that the greater focus on flexible, relationship focused, and rights-based practice which will be enabled by the shift in model will create greater capacity for adapting around socio-economic factors. This includes scope for more creative responses around any issues flowing from budget or other pressures within the HSCP. Having noted this, it remains necessary to acknowledge the ongoing responsibilities of the HSCP regarding building inclusive communities, capable of realising equitable uptake of opportunities for all marginalised and disadvantaged groups, including people with learning disabilities. Building greater capacity within the Learning Disability Service related to this aim does not lessen the need to continue to pursue it within systems and communities more broadly.

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

Not applicable

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Not applicable

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)

The diverse needs of people with learning disabilities frequently require multi-agency/multi-service responses, and increasingly, a wide range of Independent and Voluntary Sector partners. This has always been the case: as such, the Learning Disability Service is well accustomed to collaborating broadly in the interests of individuals, and supporting others in adapting their responses in an appropriate manner. It is anticipated that the proposed change will positively contribute to this existing capacity.

10. If a negative impact has been identified, how will you modify it?

Not applicable

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

Consultation to date has been with management, staff, and staff representatives.

12. What are the monitoring and review arrangements?

Monitoring of Trindlemoss House already occurs regularly via Care Inspectorate. Staff review is also a key element of existing delivery: indeed, it is intended that the revised model will create additional capacity in terms of staff support and supervision. Reflecting the significant nature of the model shift, the Learning Disability Service would put in place a road-map with regard to evaluating its impact, drawing on expertise already available within the service and its immediate partners. Advocacy would be key partners in this respect.

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Yes: as a service which is fundamentally based around addressing the needs and advocating on behalf of an all too frequently marginalised group, the Learning Disability Service is inherently sensitive to equality/equity issues. These issues are routinely reflected in the service's planning and practice: as a whole, learning disability services have a long standing and rightly deserved positive reputation with regard to realising person centred and equality informed practice.

Full Impact Assessment Required

Click or tap here to enter text.

14. Authorisation

Policy Lead/Manager: Click or tap here to enter text.

Date: Click or tap to enter a date.

Head of Service: Click or tap here to enter text.

Date: Click or tap to enter a date.

Version: 6.0

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Click or tap here to enter text.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Click or tap here to enter text.

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Click or tap here to enter text.

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Review of the Enhanced Intermediate Care Team (eICT) and adjustment of skill mix

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£150,000

Service: eICT

Lead Officer: Sharon Hackney

Others Involved: Kaye Bowman

Date Completed: 14/03/2025

2. What are the main aims of the proposal?

Following agreement at PSMT in December 2023, a full service review commenced with eICT to ensure efficient and safe working within the

Partnership and Health Board. This process has been assisted by the NA HSCP Transformation Team.

eICT is a Multi-Disciplinary Team (MDT) which is comprised of Occupational Therapists, Physiotherapists, Rehabilitation Nurses, Community Psychiatric Nurse, Speech and Language Therapist, Dietitian, Pharmacists, Technical Instructors and Health Care Support Workers. The majority of staff are based and managed within eICT, however some of the smaller professions offer sessional input to the team e.g. SLT, dietetics. eICT offers early intervention to prevent physical and/or functional decline via active community rehabilitation within the home for a period of up to 6 weeks. There is an Intermediate Care Team in North, South and East Ayrshire. Each team has slight differences in terms of skill mix but all broadly work to the same aims.

eICT is “enhanced” by a General Practitioner with Special Interest (GPwSI) in Intermediate Care, Advanced Nurse Practitioners and Prescribing Pharmacists who offer treatment and support for acute conditions that are impacting on people’s rehabilitation progress within eICT. The enhanced aspect of the team does not assume clinical responsibility for patients open to eICT. The patients’ GMS GP Surgery retains this responsibility with augmented support from eICT enhanced staff for appropriate patients. The enhanced team is unique to North Ayrshire.

3. What data, research or other evidence was used for this screening?

The revised staffing model has been informed by evidence gathered regarding staff roles and responsibilities within eICT; recruitment challenges; the sustainability of the current staff mix and the overlap between the enhanced service provided by GPwSI and the service provided by the patients’ own GP.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children’s Rights? (please see guidance)

Yes

No

Version: 6.0

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (old people)	Yes	No	Click or tap here to enter text.	By adjusting the skillmix; eICT is able to continue to offer an enhanced service providing an alternative to unnecessary hospital admission and facilitating early supported discharge. By ensuring medical oversight is provided by the patient's own GP, the patient will benefit from continuity of care when discharged from hospital care to the community.
Disability (Physical & learning)	Yes	Click or tap here to enter text.	Click or tap here to enter text.	The eICT review will streamline processes to maximise impact and capacity within the service
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any impacts on the

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				basis of gender reassignment.
Pregnancy & Maternity	Click or tap here to enter text.		Yes	We do not anticipate any adverse impacts on people who are pregnant or using maternity services. eICT do not currently offer services to this client group.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's race or ethnicity.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's religion or belief.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sex.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual's sexual orientation.

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of the individual being care experienced.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)		Click or tap here to enter text.	Yes	We do not anticipate any adverse impacts on the basis of any other groups
Fairer Scotland Duty	Yes	Click or tap here to enter text.	Click or tap here to enter text.	As noted above, the review is seeking to ensure an efficient and effective service that prevents unnecessary admission to hospital. This community based service is delivered within people's homes and takes a flexible and person centred approach to meeting the needs of their patients. Avoiding unnecessary admissions is likely to benefit those who are among socio-economic

Version: 6.0

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				disadvantaged groups.
Human Rights	Click or tap here to enter text.	Click or tap here to enter text.	yes	We do not anticipate any adverse impacts on human rights

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

eICT offer clinical interventions to people across North Ayrshire. The visit people in their own home and as such people are not required to travel to receive care. This will reduce travel costs and time for our patients. This will not change as part of the review process and therefore will have no negative or positive impact

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

Not applicable

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Not applicable

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)

Not applicable.

10. If a negative impact has been identified, how will you modify it?

Not applicable

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

Consultation to date has been with management, staff, and staff representatives.

12. What are the monitoring and review arrangements?

Monitoring of eICT will continue unchanged. The service produces regular reports describing number of referrals received, number of discharges, number of admissions prevented.

In addition, eICT staff attend MDT meetings in Primary Care and therefore any issues arising from skill mix change can be monitored within these meetings.

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –

Yes: The change proposed (adjusting skill mix) is responding to recruitment challenges. The service provided to patients will not be reduced as a result of this

Full Impact Assessment Required

Click or tap here to enter text.

14. Authorisation

Policy Lead/Manager: Sharon Hackney

Date: 14/03/2025

Head of Service: Kerry Logan

Date: 17/03/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Click or tap here to enter text.

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Click or tap here to enter text.

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Click or tap here to enter text.

Equality and Children’s Rights Integrated Screening Form

The public sector equality duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics. In addition, where decisions affect young people, we must consider the ‘Rights of the Child’, under the United Nations Convention on the Rights of the Child (UNCRC).

The duty requires that the Council assesses the ‘equality impact’ of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made. In addition, we must also ensure we are not impacting negatively on Human Rights or socio-economic status under the Fairer Scotland Duty*

This form should assist in assessing whether a more detailed Equality and Children’s Rights impact assessment is required.

A. Proposal	
Title	Review of Wellbeing in the Community services
Budget reference number and heading if appropriate (or N/A).*	HSCP-2024-10
Amount (£) of saving if appropriate (or N/A)	Ca £100,000
Service	Mental Health, HSCP
Lead Officer	Julie Barrett
Others Involved	Thelma Bowers, Seony Ross
Date Completed	12/03/2025
2. What are the main aims of the proposal?	
<p>There are currently numerous services provided in the community to support health and wellbeing activity. This includes mental health practitioners, Community Link Workers, Healthy and Active Rehabilitation Programme (HARP) through NHSAA, the former FIS team for supporting discharge from Woodland View, the recovery college, Distress Brief Intervention, and Mind and Be Active through KA leisure.</p> <p>A project group was formed in 2024 to make recommendations on making a savings of £100,000 for 2025/26. The project team put forward a recommendation that KA Leisure Services were reduced with the Mind and Be Active programme expected to wrap up in 2025. A separate ECRIA has been completed for that.</p> <p>This proposal is to review the remaining services to identify further areas of overlap and duplication, in order to save an additional £100,000 in 2025/26. Every effort to maintain service level at as close to the existing level will be made. Recommendations will be put forward with a full ECRIA completed on the impacts.</p>	
3. What data, research or other evidence was used for this screening?	

A. Proposal

Local ambitions for the provision of Wellbeing services, past engagement reports and a detailed look at existing service data and value proposition will be used to evaluate and prioritise services and proposals from the project group.

4. Screening questions

	Yes	No
Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?	✓	
Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)		✓
Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?	✓	
Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?	✓	

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)			✓	None identified
Disability (Physical & learning)			✓	None identified
Gender Re-assignment			✓	None identified
Pregnancy & Maternity			✓	None identified
Race & ethnic origin			✓	None identified
Religion or belief			✓	None identified
Sex			✓	None identified
Sexual Orientation			✓	None identified
Care Experienced			✓	None identified
Other (Poverty, homelessness, rural, carers, part-time workers, etc)			✓	None identified
Fairer Scotland Duty			✓	None identified
Human Rights			✓	None identified

6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)

Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary).

A. Proposal	
None identified at this time.	
7. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire	
There are no adverse impacts identified for Islands as a result of this proposal.	
8. Have any cross-cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?	
None	
9. If a negative impact has been identified how will you modify it?	
There have been no negative impacts for protected characteristics identified at this time. The current proposal is to carry out a review process to further reduce duplication and provide a budget savings. The impact on service levels will be outlined once the recommendations are made by the project group. Should the review result in any specific proposals to change the way services are delivered, a further Equalities screening will be carried out and a new model devised in order to ensure impacts are identified.	
10. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?	
None specifically for this project however results of a previous engagement exercise for the development of Mental Health and Wellbeing in Primary Care service concluding in 2023 will continue to be taken into consideration while developing proposals and creating recommendations.	
11. What are the monitoring and review arrangements?	
Once a review of service has been completed, decisions will be made on how to carry out a new service model, which may require a further impact assessment with monitoring arrangements outlined.	
12. What are the recommendations and further action resulting from this Equality Screening? (please explain)	
Full Equality Assessment (or) -	
Full Equality Assessment and Children's Rights Impact required.	
B. Outcome of the Proposal	
Screening Only (Please Explain)	Further screening/ assessment may be required upon completion of review of services.
Full Assessment Required	

Authorisation

Policy Lead/Manager: Julie Barrett (Senior Manager)

Date:

Head of Service: Thelma Bowers /Kerry Logan

Date:

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children's Rights Impact Screening Form

1. What aspects of the Policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found –
(Appendix 1 of the full form)

[\(Children & Young People's Commissioner Scotland\)](#)

-None

2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts.

(**Direct** impact, where changes directly impact the young person, e.g., education, child protection etc or **Indirect** Impact, where although not directly aimed at young people, will still have an impact, e.g., welfare reforms, parental leave, housing supply etc).

-None

3. Are there particular groups of young people who are more likely to be affected than others?

('Children' can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

- None

North Ayrshire Council

Equality & Children's Rights Impact Assessment (Screening Form)

This screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The Public Sector Equality Duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a full impact assessment is required.

1. Proposal

Title: Review of Model of Care in Learning Disability Assessment and Treatment

Budget reference number and heading if appropriate (or not applicable):

Click or tap here to enter text.

Amount (£) of saving if appropriate (or not applicable):

£340K

Service: Learning Disability

Lead Officer: Thelma Bowers

Others Involved: Jan Thomson, Gillian Duffy

Date Completed: 12/03/2025

2. What are the main aims of the proposal?

The delivery of Assessment and Treatment services for those with a Learning Disability within Ayrshire and Arran has become unsustainable with ward 7A of Woodland View. It is therefore, necessary to review the current model of care and carry out an options appraisal to determine the best outcome.

3. What data, research or other evidence was used for this screening?

From a workforce perspective, a benchmarking exercise has so far gained information from 7 of 14 boards and has been carried out in conjunction with the national leads group for Learning Disabilities. This has included feedback from boards with and without their own inpatients A and T facility and the workforce and skill mix they employ.

4. Screening questions

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

Yes

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

Yes

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

Yes

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

Yes

No

5. Impact

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/old people)	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Disability (Physical & learning)	Yes	Click or tap here to enter text.	Click or tap here to enter text.	The development of a new model of care for learning disabilities will improve outcomes not just for the service user and their families but also for staff who are at the point of burnout due to current circumstances. Until the work is complete it remains to be seen whether reducing the budget will allow a new model to be fully implemented to its greatest effect.
Gender Re-assignment	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				characteristic will be adversely impacted.
Pregnancy & Maternity	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Race & ethnic origin	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Religion or belief	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Sex	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Sexual Orientation	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Care Experienced	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				characteristic will be adversely impacted.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Fairer Scotland Duty	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.
Human Rights	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	It not anticipated that those with this protected characteristic will be adversely impacted.

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)
Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

Not applicable

7. Island Proofing – Are there any special considerations for the island communities within North Ayrshire?

Not applicable

8. Consumer Duty – Is your proposal a decision that will impact on consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))

Not applicable

9. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals?)

Given that the service is currently delivered across the three HSCPs any change must be agreeable to all three areas. If it is decided that an intensive support model should be implemented across the board, due consideration must be taken to the fact that North Ayrshire has already invested in such a service at its own expense.

10. If a negative impact has been identified, how will you modify it?

A Pan Ayrshire Steering Group has been convened

11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?

Initial conversations have taken place with staff in the current ward. Any decisions on this will be taken in collaboration with colleagues from East and South Ayrshire given that this is a Pan Ayrshire resource.

12. What are the monitoring and review arrangements?

Terms of reference have been drafted for a steering group to be set up and tasked with this work alongside a Project Initiation Document. This will then feed into the Learning Disability Transformation Board and Ultimately to the HSCP Transformation Board

13. What are the recommendations and further action resulting from this Equality Screening? (please explain)

Screening Only (or) –
Screening only as mitigations in place.

Authorisation

Policy Lead/Manager: Jan Thomson & Nicola Fraser

Date: 17/03/2025

Head of Service: Thelma Bowers

Date: 17/03/2025

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – Appendix 1 of the ECRIA (full form) ([Children & Young People’s Commissioner Scotland](#))

Not applicable

2. What likely impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, e.g. education, child protection etc. or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g. welfare reforms, parental leave, housing supply etc.)

Not applicable

3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Not applicable