

Equalities, Fairness and Rights Impact Assessment (EFRIA) - full impact assessment (Template B)

Please ensure you have completed the [screening form](#) before completing this full impact assessment template.

Please read the [guidance document](#) before you begin. You should refer to this and the supporting materials while completing this form.

General information

The Equality, Fairness and Rights Impact Assessment (EFRIA) is one of our specific duties to [assess the impact](#) of applying a new or revised policy, strategy, practice, service or function or practice against the needs of the General Equality Duty. This means East Renfrewshire Council must be mindful when assessing impact against these needs to:

- ensure the policy, strategy, practice, service or function does not discriminate unlawfully
- consider how the policy, strategy, practice, service or function might better advance equality of opportunity
- consider whether the policy, strategy, practice, service or function will affect good relations between different groups

The Fairer Scotland Duty places a legal responsibility on particular public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions.

The UN Convention of the Rights of the Child (UNCRC) is an international human rights treaty which sets out the rights every child has and has been incorporated into Scottish Law as the [United Nations Convention on the Rights of the Child \(Incorporation\) \(Scotland\) Act 2024](#).

The Equality, Fairness and Rights Impact assessment considers how a policy, strategy, practice, service or function could impact on the needs of individuals protected by the [Public Sector Equality Duty](#), [the Fairer Scotland Duty](#) and the [UN Convention of the Rights of the Child](#).

Before you start

Remember that impact assessments should be proportionate to the situation, considering for example:

- the size of the service or scope of the policy, strategy, practice, service or function
- the resources involved
- the numbers of people and stakeholders affected
- the scope of the likely impact
- the vulnerability of the people affected.

The greater the potential adverse impact of the proposed policy, strategy, practice, service or function on a protected group and/or the more vulnerable the group in the context being considered (e.g Disabled people), the more thorough an impact assessment should be.

Therefore, an assessment that identifies any potential **high impacts (positive or negative)** requires a more detailed and thorough evidence base (including consultation) and comprehensive assessment. **Low (positive or negative)** or neutral impacts still require an assessment but are not expected to be as in-depth.

Key:

Positive high	Long lasting or extensive positive impact
Positive low	Short term or limited positive impact
Neutral	No or neutral impact i.e. this group will not experience either a more negative or positive of an impact than anyone else
Negative low	Short term or limited negative impact
Negative high	Long lasting or severe negative impact

Contents

Please only complete the sections relevant to the groups identified in your screening as likely to be impacted by your policy, strategy, practice, service or function. The full assessment covers the sections listed below.

1	General information
---	----------------------------

	Give details of how different groups have been consulted about the policy, strategy, practice, service or function.
2	<u>Impact on individuals or groups with protected characteristics</u> How will the policy, strategy, practice, service or function impact individuals or groups who fall under one of the nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation?
3	<u>Impact on socio-economic disadvantage</u> How will the policy, strategy, practice, service or function impact individuals or groups disadvantaged by poverty, low income, homelessness or lack of or low-level educational qualifications?
4	<u>Impact on Children and Young People</u> How will the policy, strategy, practice, service or function impact on the rights and needs of children and young people?
5	<u>Overall assessment, actions, implementation and monitoring</u> What is your decision based on the assessment and are there any mitigations or actions that need to be addressed?
8	<u>Approval</u> Details of when and who approved the policy, strategy, practice, service or function.

1. General Information

Name of policy, strategy, practice, service or function:	Place to Grow Delivery Plan
Description of policy, strategy, practice, service or function and why it is required:	<p>This is the delivery plan for the Place to Grow vision which sets out our shared hopes and aspirations between now and 2040 so that in East Renfrewshire:</p> <ul style="list-style-type: none"> • children and young people flourish • communities and places thrive; and • we all live well.

	<p>Under these three pillars we have a set of outcome priorities to help us achieve our vision. This delivery plan presents key partnership and strategic actions against each priority outcome that will help us to bring about meaningful change for our communities. We have also developed a family of measures that will tell us if we are making progress towards our priority outcomes.</p> <p>Within the plan there is a focus on ‘lifting all’, our partnership commitment to reducing inequalities and closing the outcomes gap between communities. The ‘Lifting All’ sections serve as the statutory Local Outcome Improvement Plan required by the Community Empowerment Act, 2015.</p>
Date EFIRA completed:	April 2025
Completed by:	Megan McIntyre
Lead officer for policy, strategy, practice, service or function:	Julie Breslin
Department:	BOP

2. Engagement and Consultation

This section will assess how the policy, strategy, practice, service or function has been informed by the experiences of groups impacted by your work and how you have consulted them. See [page 9 of the guidance document](#).

2.1 How have individuals (incl. children & young people) who might be affected by the policy, strategy, practice, service or function been consulted or involved?

This can include a summary of findings from recent consultations, surveys, user research or customer testing that has been carried out. Include dates and information.

We have used several approaches to engage with and hear from our different communities. This has included: understanding the impact of the pandemic on residents and communities through our humanitarian research; a broad public consultation exercise on budget planning; engaging with our community-led equalities forum and the annual Citizens' Panel survey and collating information through other consultations including our Local Action Plans. We have also held a number of stakeholder workshops with key partners representing the views of communities including Voluntary Action ER.

3. Impact on individuals or groups with protected characteristics

Guidance ([page 9 of guidance document](#))

This section will assess if the policy, strategy, practice, service or function has potential to impact individuals with protected characteristics. You should consider any evidence or information you have on how it will affect different groups of individuals, both positively and negatively.

Below is a suggested list of sources ([page 10 of guidance](#)):

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

You may want to consider collecting new evidence that you don't have but think will be relevant. For example: setting up meetings or focus groups, carrying out user research.

3.1 Which of the protected characteristic groups is your policy, strategy, practice, service or function is likely to have an impact on? Please mark all that apply.		What is the level of impact on this group? Please mark. (see key for guidance)				
		Positive		Neutral	Negative	
		High	Low		High	Low
Age	X	X				
Disability or long term health condition	X	X				
Race	X	X				
Sex	X	X				
Gender reassignment	X	X				
Marriage/civil partnership (<i>only applicable to Council employment policy, strategy, practice, service or function</i>)						
Pregnancy/maternity						
Religion/belief	X	X				
Sexual orientation	X	X				
Providing unpaid care						
Other relevant groups e.g care leavers, people with literacy/numeracy barriers, people involved in the criminal justice system						
None of the above (<i>leave this section blank and move onto the next</i>)						

3.2. Please use the table below to consider how the policy, strategy, practice, service or function may impact on the groups selected in 3.1 through reviewing the evidence, experience and needs of this group.	
Protected characteristic group	Please explain why you have selected this level of impact Explain the impacts (actual and potential) identified from evidence (e.g service information, demographic data, research) and feedback from consultation/engagement

<p>Age</p>	<p>In Scotland there are now over one million people aged 65 and over (1,091,000) that's an estimation of 20.06% of the total population. This is over a quarter of a million higher than the number of people aged under 15 (832,300). East Renfrewshire follows the same trend with 21.6% of its population aged 65 and above an estimation of 20,923 residents (2022 Census)</p> <p>This plan will have a high positive impact on older people by supporting them to live healthy, active lives through actions such as:</p> <ul style="list-style-type: none"> - celebrating positive aging - increasing awareness on loneliness and frailty - proving person-centred care - sharing resources to provide preventative support
<p>Disabled and long term health conditions</p>	<p>The 2022 Census, tells us that approximately 24% of Scotland's population reported that their day-to-day activities were limited to some extent either "a little" or "a lot" by a long-term health problem or disability. In East Renfrewshire, this proportion was slightly lower, with 18% of the population experiencing such limitations.</p> <p>This plan will have a high positive impact on people with disabilities and long term health conditions by significantly reducing health inequalities and helping residents to live well through:</p> <ul style="list-style-type: none"> - Participating in emerging digital initiatives to support independent living - Targeted prevention and early intervention approaches - Supporting families with children with additional support needs
<p>Sex</p>	<p>According to the 2022 Census, Scotland is 52% Female and 48% Male. This is mirrored in East Renfrewshire which is 52% (50,353) Female and 48% (46,464) Male.</p> <p>We know from our Suicide Prevention Strategy the rate of male suicide mortality is 2.9x higher than that for females. Two thirds of alcohol deaths are also male. UK statistics show that men are less likely to visit their GPs and ignore symptoms of potential health risks.</p> <p>Domestic abuse is a growing concern in East Renfrewshire. It is the main reason for referrals to Children and Families Social Work, making up a third of all referrals; and there is an increasing number of domestic abuse referrals to Adult Support and Protection Social Work.</p> <p>Under the Live Well pillar there will be a range of activities including targeted interventions, support access to sport and physical activity programmes and providing trusted and accessible health information to support groups of men and women. This plan will therefore have a high positive impact on this protected characteristic group.</p>

<p>Race</p>	<p>In 2022, the majority of East Renfrewshire’s population identified their ethnicity within the White category, with 78.2% describing themselves as "Scottish" and 5.7% as "Other British." Together, these groups accounted for 83.9% of the population, down from 91.1% in 2011. The remaining 16.1% of the population now belongs to minority ethnic groups, a significant increase from 8.9% in 2011. This growth highlights East Renfrewshire's increasing diversity, positioning it as the area with the fifth-highest proportion of residents from minority ethnic backgrounds in Scotland (2022 Census)</p> <p>The plan aims to provide residents with access to creative and vibrant cultural experiences and help residents to celebrate their diversity of heritage.</p> <p>This plan will therefore have a high positive impact on this protected characteristic group.</p>
<p>Gender reassignment</p>	<p>Regarding Trans-status or history, a new question introduced in the 2022 Census, 0.45% of the over-16 population in East Renfrewshire, 346 individuals identified as Trans or reported having a history of being a Trans-person. However, 5,487 individuals, or 7.1%, did not answer this question. This data provides new insights into the gender identity and sexual orientation landscape within the region, highlighting both the prevalence and the areas where respondents were less forthcoming (2022 Census)</p> <p>Across the three pillars the plan has a number of actions that will support Trans people, including ensuring that young peoples’ rights are recognised, respected and nurtured. We will also develop tailored health improvement programmes to target communities experiencing greater health inequalities.</p> <p>This plan will therefore have a high positive impact on this protected characteristic group.</p>
<p>Religion and belief</p>	<p>East Renfrewshire is home to 13 faith groups, with the largest group now being those who identify with no religion, reflecting a broader trend across Scotland. This group saw a 53% increase, adding 12,770 individuals. The Muslim population also grew significantly by 76%, making up 5.5% of the local population, the second-highest proportion in Scotland.</p> <p>The Hindu population saw the second-largest growth rate, increasing by 24.2%, particularly among younger age groups. East Renfrewshire has the highest proportion of people following Judaism in Scotland at 1.6%, and is home to 25.8% of the country’s Jewish population. But the Jewish population has declined by 37%, nearly 900 people, with the most significant drop among those aged 16 to 24. The Church of Scotland also experienced a 33% decrease in followers, mirroring a nationwide trend, though it remains the largest religious group in the area. Meanwhile, the Roman Catholic population has remained relatively stable, with only a 1% decrease overall, but an increase in followers aged 50 and above (Scotland Census)</p>

	<p>The plan aims to provide residents with access to creative and vibrant cultural experiences and help residents to celebrate their diversity of heritage.</p> <p>This plan will therefore have a high positive impact on this protected characteristic group.</p>
<p>Sexual orientation</p>	<p>The Census revealed that 68,808 people in East Renfrewshire identified as straight or heterosexual, representing 88.8% of the population aged 16 and over. A further 7,175 individuals, or 9.3%, did not respond to this question. The Census also identified 1,474 people as LGBTQ+, making up 1.9% of the population aged 16 and over, which is the second-lowest percentage among all local authorities in Scotland (Scotland Census 2022)</p> <p>The plan aims strengthen community cohesion and ensure equality groups have their diverse voices heard, feel safe and included. We will develop tailored health improvement programmes to target communities experiencing greater health inequalities.</p> <p>This plan will therefore have a high positive impact on this protected characteristic group.</p>

<p>3.3 (a) Which part(s) of the public sector equalities duty will the policy, strategy, practice, service or function have an impact on? Please mark all that apply.</p>	
<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010</p> <p>Discrimination means treating individuals differently from others. For example, not recruiting someone as they are deemed too old/young; or a support group running on an upper floor with no lift access will discriminate against people with mobility issues or wheelchair users</p>	
<p>Advance equality of opportunity between people from different groups</p> <p>This is when individuals from different backgrounds are treated fairly through providing an equal footing or level playfield to achieve outcomes For example, children who have additional support needs are provided with teaching support to fully participate in the school curriculum or a deaf BSL user is provided with a BSL interpreter at health appointments.</p>	X
<p>Foster good relations between people from different groups</p>	X

Consider aspects that may tackle prejudice or promote understanding between different groups. For example, ensuring new arrivals and refugees are given supports to integrate within local communities or an LGBTQI+ youth group provides training on LGBTQI+ experiences to a local faith group	
--	--

b) If you have ticked any of the above, please provide a brief explanation why.

The Place to Grow Delivery Plan will foster good relations between protected characteristic groups through many actions in the plan such as:

- Working with local communities to co-design a diverse cultural offer celebrating local and national heritage, reflecting East Renfrewshire’s changing population.
- Strengthening community cohesion and ensure equality groups have their diverse voices heard, feel safe and included
- Identifying and creating opportunities for residents who face barriers to access relevant cultural experiences and events.

These actions will foster good relations and promote cohesion between different protected characteristics by providing opportunities for residents to celebrate and share their diversity of heritage with others.

A key element of the plan is the “lifting all” element and actions which are activities and measures where we will be working in partnership to tackle the inequalities and barriers that some people face. ‘Lifting All’ is our Local Outcome Improvement Plan. Some key actions in the plan that aim to “lift all” and therefore advance equality of opportunity for people with protected characteristics, such as disability or long term health condition include:

- Using data to help us predict future needs of residents with complex health conditions, and those most at risk of experiencing poor health outcomes to help target prevention and early intervention responses.
- Delivering training to equip workforce to engage with children and young people from key equity groups e.g. Children with additional support needs and care experienced children and young people.
- Ensuring access to high quality support networks and facilitate community-based resources for families of children with complex needs to access independently.

The ‘lifting all’ section of the plan will therefore advance equality of opportunity of protected characteristic groups by using data for early intervention and prevention and training the workforce to improve access to services for people with additional support needs and other long term health conditions/disabilities.

4. Impact on socioeconomic disadvantage

[Guidance \(page 10 of guidance document\)](#)

This section will assess how the policy, strategy, practice, service or function may impact socio-economic disadvantage for individuals.

Socio-economic disadvantage is where an individual is disadvantaged by poverty, low income, homelessness or lack of or low-level educational qualifications. Socio-economic disadvantage can be experienced in both geographical communities and communities of interest i.e. a group that share a common characteristic or circumstance. In East Renfrewshire there are a number of communities, known as locality planning areas, where people are at greater risk of experiencing socio-economic disadvantage including:

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

Consider the policy, strategy, practice, service or function itself and the way it will be implemented. How will this deliver different experiences for individuals in East Renfrewshire?

4.1 Which groups is your policy, strategy, practice, service or function likely to have an impact on? Please mark all that apply.		What is the level of impact on this group? Please mark. (see key for guidance)				
		Positive		Neutral	Negative	
		High	Low		High	Low
People in locality planning areas (<i>Barrhead- Dunterlie, East Arthurlie and Dovecothall, Auchenback, Neilston and Thornliebank</i>)	X	X				
More vulnerable types of households (<i>lone parents, large families, pensioner households</i>) or vulnerable groups (<i>offenders and ex offenders; care experienced children, young people or adults; carers</i>)	X	X				
Anyone experiencing any of the following issues (<i>unskilled or unemployed of working age; serious and enduring mental health problems; homelessness; drug and/or alcohol problems</i>)	X	X				

None of the above (<i>leave this section blank and move onto the next</i>)		
---	--	--

3.3 (a) Which part(s) of the public sector equalities duty will the policy, strategy, practice, service or function have an impact on?

Please mark all that apply.

Identified group	Please explain why you have selected this level of impact Explain the impacts (actual and potential) identified from evidence (e.g service information, demographic data, research) and feedback from consultation/engagement
Locality areas	<p>There are 122 data zones (small population units) in total across the East Renfrewshire area and of these there are 7 data zones that are amongst 20 per cent of the most deprived areas within Scotland. All of these data zones are in Auchenback and Dunterlie, East Arthurlie and Dovecotehall (Barrhead).</p> <p>In East Renfrewshire, analysed through the Scottish Index of Multiple Deprivation [15], 21.6% of children and young people (aged 0-21) reside in deprived areas, approximately 5,711 individuals. However, 78.38% of children reside in areas with lesser degrees of deprivation, falling within the 4th and 5th SIMD quintiles, an estimate of 20,710 individuals.</p> <p>The plan aims to support residents to have routes out of poverty and “lift all”, some of the actions around this include using data to target resources for those most in need, tailored health improvement programmes to areas experiencing greater health inequalities and embedding initiatives like participatory budgeting into lower SIMD areas.</p> <p>This plan will therefore have a high positive impact on people in locality areas, specifically those experiencing socio-economic disadvantage in these areas.</p>

<p>More vulnerable type of household (Care experienced young people)</p>	<p>In July 2023, East Renfrewshire was home to 90 looked after children, constituting approximately 0.50% of the population aged 0-17 in the region. This figure stands remarkably below to the Scottish average of 1.21% for the same age group.</p> <p>Over half of East Renfrewshire's looked-after children were boys (57%), while 43% were female. Among these children, 11% were under the age of 5.</p> <p>Additionally, 29% of all looked-after children in East Renfrewshire were reported to have a known disability. East Renfrewshire has the smallest population of looked after children among mainland Scotland, ranking as the fourth lowest local authority in comparison to both Scotland and England.</p> <p>Despite experiencing a peak of 117 looked-after children in 2020, the figure swiftly receded to 90 by 2023, marking a significant decrease. This downward trend is reflected in the rate per 1,000 population aged 0-17, which decreased from 4.3 in 2022 to 4.2 in 2023. East Renfrewshire rate falls below the Scottish average rate of 12.3 (Scottish Government)</p> <p>The plan aims to support care leavers in a compassionate and aspirational way that builds on their strengths and helps them flourish through delivering key actions and responsibilities linked to the Promise and ensuring the workforce understands the needs of this group.</p> <p>This plan will therefore have a high positive impact on care experienced young people.</p>
<p>Anyone experiencing any of the following issues (homelessness)</p>	<p>East Renfrewshire recorded the highest percentage increase in homelessness across Scotland in 2022/23.</p> <p>The statistics show that when the 2022/23 financial year concluded at the end of March, there were 98 families within East Renfrewshire in temporary accommodation.</p> <p>The statistics highlight that for the equivalent period in March 2024, a total of 176 households in the local authority were in temporary accommodation.</p> <p>This represents a rise of 78 families who required temporary housing and equates to an increase of 80 percent.</p> <p>The percentage of live homelessness cases in East Renfrewshire experienced the second largest increase in Scotland.</p>

	<p>The number of cases increased from 331 at the end of March 2023 to 563 for the same period in 2024 and this represents a rise of 70 percent (Scottish Government)</p> <p>This plan aims to create well-designed and sustainable housing options with more affordable homes and will aim to reduce homelessness through a partnership approach.</p> <p>This plan will therefore have a high positive impact on people experiencing homelessness.</p>
<p>Any of the following issues (unskilled or unemployed of working age)</p>	<p>In June 2024, the claimant count in East Renfrewshire rose to 1,050, marking an increase of 70 claimants from May 2024. Compared to June 2023, when the claimant count was 1,045, the numbers have remained almost unchanged. Notably, the claimant count has not returned to the pre-pandemic level of 745 claimants recorded in January 2019. Although the claimant rate in East Renfrewshire is showing signs of recovery, it remains above the pre-pandemic levels, similar to the national trend in the United Kingdom (Nomis- Labour Market Profile)</p> <p>As of February 2024, the number of households receiving Universal Credit in East Renfrewshire has increased to 4,215, covering 4,805 individuals. This represents a steady rise from February 2023, when 3,681 households, comprising 4,187 individuals, were receiving support (Universal Credit Statistics, Department for Work and Pensions)</p> <p>An analysis of the employment sector in East Renfrewshire reveals that 72% of residents, approximately 32,100 individuals, hold high-income job positions. Conversely, 28%, or about 12,500 residents, are employed in lower-income roles. For individuals working full-time within East Renfrewshire, the median gross weekly pay is £635.90 in 2023. This indicates a £222.80 weekly income disparity compared to the earnings of residents living in East Renfrewshire. This disparity can be attributed to the local economy, which is predominantly based on the services sector, offering lower wages compared to other regions where residents might commute for higher paying jobs (Nomis- Labour Market Profile)</p> <p>In 2023, a total of 39 employers in East Renfrewshire were committed to the Real Living Wage. Despite these efforts, data from the Real Living Wage Foundation reveals that 25.3% of employee jobs in the region were still earning below the Real Living Wage (Office for National Statistics)</p> <p>There are a number of actions within the plan that target this group including introducing fair work principles and the real living wage, a better understanding of employability related skills requirements of the community and supporting local businesses to thrive.</p>

	This plan will therefore have a high positive impact on unskilled or unemployed people of working age.
--	--

5. Impact on Children and Young People

Guidance (page 11 of guidance document)

This section must be completed if any potential impact on children and young individuals up to the age of 18 have been identified.

United Nations Convention on the Rights of the Child (Scotland) Act 2024 places a legal duty on public authorities to respect and protect children's rights in the work they do.

There are a range of elements that the Council must consider in supporting these rights including:

- Ensuring that children and young people have a voice in decisions that affect them – both directly and indirectly;
- Undertaking assessments of how well the Council is protecting children, including children's rights and wellbeing impact assessments and considering how budget planning supports better outcomes for children and young people

5.1 Which General Principles of UNCRC are relevant to this policy, strategy, practice, service or function? Please mark all that apply.		
Article 2: Non-discrimination Children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).	X	
Article 3 : Best interests of the child Every decision and action taken relating to a child must be in their best interests. Governments must take all appropriate legislative and administrative measures to ensure that children have the protection and care necessary for	X	

their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.		
Article 6: Life, survival and development Every child has a right to life and to develop to their full potential.	X	
Article 12: Respect for the views of the child Every child has a right to express their views and have them given due weight in accordance with their age and maturity. This includes involving children in budget decisions that affect them. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.	X	
None of the above <i>(leave this section blank and move onto the next)</i>		
Are there any additional articles relevant to this policy, strategy, practice, service or function? Please list all that apply.		

4.1 Which groups is your policy, strategy, practice, service or function likely to have an impact on? Please mark all that apply.		What is the level of impact on this group? Please mark. (see key for guidance)				
		Positive		Neutral	Negative	
		High	Low		High	Low
Article 2: Non-discrimination Children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).	X	X				
Article 3 : Best interests of the child	X	X				

Every decision and action taken relating to a child must be in their best interests. Governments must take all appropriate legislative and administrative measures to ensure that children have the protection and care necessary for their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.						
Article 6: Life, survival and development Every child has a right to life and to develop to their full potential.	X	X				
Article 12: Respect for the views of the child Every child has a right to express their views and have them given due weight in accordance with their age and maturity. This includes involving children in budget decisions that affect them. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.	X	X				
Are there any additional articles relevant to this policy, strategy, practice, service or function? Please list all that apply.						
None of the above (<i>leave this section blank and move onto the next</i>)						

5.2 Are any particular groups of children or young people affected by this policy, strategy, practice, service or function? E.g children with disabilities, young carers or young people with protected characteristics
This plan will impact positively on children with disabilities and additional support needs, children in poverty and care experienced young people

4.2. Please use the table below to consider how the policy, strategy, practice, service or function may impact on the groups selected in 4.1 through reviewing the evidence, experience and needs of this group.	
Relevant identified article of UNCRC	Please explain why you have selected this level of impact Explain the impacts (actual and potential) identified from evidence (e.g service information, demographic data, research) and feedback from consultation/engagement
Article 2: Non-discrimination	<p>In July 2023, East Renfrewshire was home to 90 looked after children, constituting approximately 0.50% of the population aged 0-17 in the region. This figure stands remarkably below to the Scottish average of 1.21% for the same age group.</p> <p>Over half of East Renfrewshire's looked-after children were boys (57%), while 43% were female. Among these children, 11% were under the age of 5.</p> <p>Additionally, 29% of all looked-after children in East Renfrewshire were reported to have a known disability. East Renfrewshire has the smallest population of looked after children among mainland Scotland, ranking as the fourth lowest local authority in comparison to both Scotland and England.</p> <p>Despite experiencing a peak of 117 looked-after children in 2020, the figure swiftly receded to 90 by 2023, marking a significant decrease. This downward trend is reflected in the rate per 1,000 population aged 0-17, which decreased from 4.3 in 2022 to 4.2 in 2023. East Renfrewshire rate falls below the Scottish average rate of 12.3 (Scottish Government)</p> <p>This plan aims to support children in a compassionate that helps them flourish and includes strengthening our partnership approach to the promise, strengthening our whole family support, training and upskilling our workforce to respond to the needs of this group.</p> <p>This plan will therefore have a high positive impact on Article 2 non-discrimination particularly for care experienced young people and children with additional support needs.</p>

<p>Article 3 : Best interests of the child</p>	<p>As of Census day East Renfrewshire was home to 26,421 children and young people aged 0-21, comprising 27.3% of the total population (2022 Census)</p> <p>In 2023, 20.6% of primary school pupils, amounting to 1,922 children, required additional support. The primary reasons for this support were social, emotional, and behavioural difficulties (19.77%), followed by English as an additional language (18.57%), and Autism Spectrum Disorder (17.77%)</p> <p>In secondary schools, 29.8% of pupils, or 2,472 students, required additional support. The predominant reason for support in this group was Dyslexia, affecting 36.6% of these pupils. The support provided to secondary school pupils with additional needs was mainly delivered by classroom teachers, with 1,491 instances recorded. This was followed by additional specialist teaching support, with 977 instances, and additional specialist non-teaching support, with 821 instances (Scottish Government Pupil Census)</p> <p>In East Renfrewshire, 25.2% of pupils, totalling 4,485 children come from ethnic minority backgrounds, a figure that has nearly doubled over the past 11 years. Among these pupils, 1,776 speak a primary home language other than English, Gaelic, Scots, Doric, or Sign Language. In fact, 63 different languages are spoken in East Renfrewshire schools, with the top five being Urdu, Cantonese, Punjabi, Arabic, and Mandarin (Scottish Government Pupil Census)</p> <p>Pillar 1 of the plan is specifically committed to actions that will protect the best interests of the child. The plan has a high positive impact on best interests of the child as through Pillar 1 of the plan is committed to actions that will protect the best interests of the child.</p>
<p>Article 6: Life, survival and development</p>	<p>From 2020/21 to 2022/23, East Renfrewshire saw 7.62% of its births classified as premature, which is close to Scotland's average of 8.21%. Notably, the areas of Dunterlie, East Arthurlie & Dovecothall, known for being the most deprived in East Renfrewshire, reported the highest number of premature births. This region also had the second-highest rate of premature births in the area, underscoring a significant disparity linked to socio-economic factors.</p> <p>From 2018/19 to 2020/21, the rate of babies being exclusively breastfed at 6-8 weeks in East Renfrewshire was 39.97%, significantly higher than the national average of 31.82%. However, this marks a slight decrease from East Renfrewshire's previous rate of 40.98% recorded between 2017/18 and 2019/20. However, breastfeeding rates within</p>

East Renfrewshire show substantial variations between the most and least deprived areas. For example, in Clarkston & Sheddens, 55.1% of babies born between 2018 and 2021 were exclusively breastfed at 6-8 weeks.

In contrast, areas such as Auchenback, Dunterlie, East Arthurlie, and Dovecothall reported much lower rates of 14.81% and 16.67%, respectively. These figures are not only below the national average but also lower than the lowest local authority average.

From 2018 to 2021, 14.97% of children in East Renfrewshire had one or more concerns identified during the 27-30 months review. This rate is comparable to the national average of 14.58%. The percentage of children with one or more developmental concerns varies within East Renfrewshire based on the deprivation level of the area. For instance, Auchenback, which has the highest proportion of children and is among the most deprived areas in East Renfrewshire, reported a 31.6% rate of concerns during the assessment review. This is more than twice the East Renfrewshire average. In stark contrast, only 7.5% of children in North Giffnock and North Thornliebank, some of the least deprived areas in East Renfrewshire, were reported with developmental concerns ([Scottish Public Health Observatory](#)).

Achievement of expected levels varies significantly by deprivation in East Renfrewshire. There is a stark contrast between the achievements of students residing in the most deprived areas (bottom 20% as per SIMD 2020) and those living in the least deprived areas. For instance, the gap in expected achievement levels for students in East Renfrewshire is 19.8% in reading and 18.6% in writing. The disparity in listening and talking is somewhat smaller at 15.3%. In literacy, the gap widens to 18%. However, the most significant disparity is seen in numeracy, where pupils from the most deprived areas have an expected achievement level of only 57.8%, which is below the Scottish average of 63% and a substantial 32.6% lower than that of pupils residing in the least deprived areas in East Renfrewshire ([Achievement of Curriculum for Excellence Levels](#)).

The participation of Disabled young people has shown variability over the years, reflecting changes whenever data is available. In 2023, the participation rate for Disabled young people was 87.7%, which is slightly below the Scottish average of 89.9% and below the rate of participation of non-disabled young people in East Renfrewshire ([Annual Participation Measure, Skills Development Scotland](#)).

In East Renfrewshire, the percentage of primary school children with good dental hygiene has steadily increased over the past decade, reaching a record high of 81.4%. Notably, the data for Primary 7 children in East Renfrewshire

	<p>reflects this improvement, indicating that preventive measures and dental health awareness programmes are effective. However, when examining intermediate zone data within East Renfrewshire, a stark disparity emerges. The most deprived areas show significantly lower rates of dental health. For instance, in Dunterlie, East Arthurlie, and Dovecothall, only 50% of Primary 1 students have no obvious tooth decay, which is 31.4% lower than East Renfrewshire's average and 25% lower than the Scottish average. (Scottish Public Health Observatory).</p> <p>This plan aims to ensure that every child and young person, regardless of background or circumstance, will fully flourish on their journey to adulthood. Some of the actions in the plan aimed at supporting this group include developing a multi-agency parenting strategy and strengthening our partnership focus to reducing child poverty.</p> <p>This plan will therefore have a high positive impact on the life, survival and development of children and young people as its actions will create successful learners and support children facing challenges or disadvantages at the earliest possible stage in order to help them flourish.</p>
<p>Article 12: Respect for the views of the child</p>	<p>As of Census day East Renfrewshire was home to 26,421 children and young people aged 0-21, comprising 27.3% of the total population (Scottish Government).</p> <p>In 2023, 20.6% of primary school pupils, amounting to 1,922 children, required additional support. The primary reasons for this support were social, emotional, and 1 Source: National Records of Scotland East Renfrewshire Population time series, and Scottish Government Pupils Census, supplementary statistics, 2023 behavioural difficulties (19.77%), followed by English as an additional language (18.57%), and Autism Spectrum Disorder (17.77%). In secondary schools, 29.8% of pupils, or 2,472 students, required additional support. The predominant reason for support in this group was Dyslexia, affecting 36.6% of these pupils. The support provided to secondary school pupils with additional needs was mainly delivered by classroom teachers, with 1,491 instances recorded [5]. This was followed by additional specialist teaching support, with 977 instances, and additional specialist non-teaching support, with 821 instances (Pupil census Supplementary Statistics).</p> <p>In East Renfrewshire, 25.2% of pupils, totalling 4,485 children come from ethnic minority backgrounds, a figure that has nearly doubled over the past 11 years. Among these pupils, 1,776 speak a primary home language other than English, Gaelic, Scots, Doric, or Sign Language. In fact, 63 different languages are spoken in East Renfrewshire schools, with the top five being Urdu, Cantonese, Punjabi, Arabic, and Mandarin (Pupil census Supplementary Statistics).</p> <p>This is a specific priority outcome that aims to ensure the rights of a child are recognised, respected and nurtured.</p>

	The plan therefore has a high positive impact on respecting the views of the child through applying a rights based approach within the actions to ensure all children and young peoples' voices are heard, including those who may experience barriers such as children with additional support needs and care experienced young people.
--	--

6. Assessment

You have completed sections 1-5 above and assessed the impact of the policy, strategy, practice, service or function on individuals with protected characteristics, those experiencing socio-economic disadvantage and children and young people. The following section outlines your decision based on this assessment, mitigations and actions that can be taken to reduce any negative impacts. See [page 12 of the guidance](#).

6.1 Assessment of impacts on protected characteristics

In this section please:

- total the number of positive (high/low) and negative (high/low) impacts identified in [3.2](#)
- briefly summarise how this policy, strategy, practice, service or function will impact protected characteristic groups and the public sector equality duties (both positively and negatively) identified in [3.1/3.2/3.3](#)

There are 7 high positives for protected characteristics through the Place to Grow plan. This plan will specifically have a high positive impacts on age, disability or long term health condition, race, sex, gender reassignment, religion or belief and sexual orientation. The actions set out in the plan will foster good relations between protected characteristic groups and advance equality of opportunity of groups, especially through the "lifting all" actions that are set out.

6.2 Assessment of impacts on socio-economic disadvantage

In this section please:

- total the number of positive (high/low) and negative (high/low) impacts (identified in [4.2](#))
- briefly summarise the impact this activity/proposal/policy, strategy, practice, service or function will have and how it will alleviate or increase socio-economic disadvantage

There are 4 high positive impacts on socio-economic disadvantage through the Place to Grow Plan.

The actions will target and support people in locality areas and help to create routes out of poverty for these communities while also alleviating the long term impacts of poverty can cause such as health inequalities.

The plan includes several actions around care experienced young people and will implementing the values and actions of the Promise to ensure care experienced young people flourish.

Inclusive and affordable housing is a key focus of the plan which will therefore support people experiencing homelessness. Lastly, the actions in this plan are to create a fair, sustainable and healthy local economy that will create opportunities for unskilled or unemployed residents to access fair work opportunities.

6.3 Assessment of impacts on children and young people

In this section please:

- total the number of positive (high/low) and negative (high/low) impacts (identified in [5.3](#))
- briefly summarise the impact this activity/proposal/policy, strategy, practice, service or function will have

There are 4 high positive impacts on children and young people covering Articles 2, 3, 6 and 12.

The actions in the plan particularly promote non-discrimination of children with additional support needs and care experienced young people.

All of the actions in the plan are in the best interests of the child as they all contribute to an East Renfrewshire where children and young people flourish, communities and places thrive and we all live well.

This plan will impact on the life, survival and development of children and young people as its actions will create successful learners and support children facing challenges or disadvantages at the earliest possible stage in order to help them flourish in all stages of life and on their journey to adulthood.

Lastly, this plan aims to ensure that the voice of every child and young person will be heard and their rights recognised, respected and nurtured.

6.4 Overall assessment. Having assessed the impact of the policy, strategy, practice, service or function sections 3, 4 and 5, which option best describes your next steps? Please select the most appropriate outcome.

- Continue the policy, strategy, practice, service or function as is
- Adjust the policy, strategy, practice, service or function
- Stop the policy, strategy, practice, service or function

7. Implementation, actions and monitoring

7.1 How will you communicate information about this policy, strategy, practice, service or function to individuals who have: hearing and/or sight loss; English as an additional language; are digitally excluded; have literacy/numeracy barriers

Think about how you will communicate information about the policy, strategy, practice, service or function to the above individuals. This may include printed materials being accessible in other formats, e.g. Braille, easy to read, translated in other languages. More information can be found [here](#).

The Place to grow vision is currently available on the Council website in PDF, summarised in a video in both English and BSL.

Hard copies of the vision are available in various community settings such as Council offices, libraries, health centres etc. A Place to grow will continue to be promoted the staff and residents through continuous social media messaging and branding materials such as pop-up banners. An in-person community conference will be held in April 2025 to launch the vision to stakeholders, partners and community groups. This conference is the first in a series of planned events around the vision and future events will look at specific themes identified through the Place to Grow plan.

7.2 Action plan

Based on the information gathered in section **3.1, 4.1 and 5.1** please outline a detailed action plan to:

- a) address identified gaps in evidence or
- b) to mitigate negative impacts

Action	Responsible officer(s)	Timescale

7.3 Monitoring	
When is the policy, strategy, practice, service or function intended to come into effect?	April 2025
When will the policy, strategy, practice, service or function be reviewed?	April 2028
If any committees/partnerships/working groups have oversight of this policy, strategy, practice, service or function please state here	Community Planning Partnership

8. Approval

Name of policy, strategy, practice, service or function:	EFRIA – Place to Grow Delivery Plan
Date approved:	4 April 2025
Approved by: (Senior Manager)	L. Pringle, Director of Business Operations & Partnerships
Department:	Business Operations & Partnerships