

Equality, Fairness and Rights Impact Assessment

The purpose of this assessment is to consider how your policy could impact on the needs of those protected by the Public Sector Equality Duty, the Fairer Scotland Duty and the UN Convention of the Rights of the Child.

- [Public Sector Equality Duty](#)
- [Fairer Scotland Duty](#)
- [United Nations Convention of the Rights of the Child](#)

In making the assessment you must consider relevant evidence, including evidence received from equality groups. Having considered all of these elements, you must take account of the results of such assessments. This requires you to consider taking action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and exploiting any potential for positive impact. If any adverse impact amounts to unlawful discrimination, the policy must be amended to avert this.

Name of policy*:	CLD Plan 2024-27
Completion date:	September 2024
Completed by:	CLD Partnership Steering Group
Lead officer:	Susan Craynor
Department:	Business Operations and Partnerships

**The term 'policy' should be understood as activity of East Renfrewshire Council i.e. all policies, provisions, criteria, functions, practices and activities including the delivery of services; essentially everything we do.*

You should complete the Screening Section (1) to establish if a full assessment is required.

1. Screening

1.1 What is the nature of this policy?
<input type="checkbox"/> Policy or Strategy <input checked="" type="checkbox"/> X Programme or Plan <input type="checkbox"/> Project <input type="checkbox"/> Service or Function <input type="checkbox"/> Budget proposal <input type="checkbox"/> Another decision. Please state: Click or tap here to enter text.
<input checked="" type="checkbox"/> X New <input type="checkbox"/> Review or change to existing <input type="checkbox"/> Other. Please state: Click or tap here to enter text.
1.2 What would happen as a result of this policy? Select all that apply
<input type="checkbox"/> Change to charging arrangements (including introduction, removal, increase or decrease) <input checked="" type="checkbox"/> X Change to how a service is delivered (including addition, change or removal of practice/procedures/processes) <input type="checkbox"/> Change to options or entitlements <input type="checkbox"/> Change to priorities or criteria <input type="checkbox"/> Other. Please detail: Click or tap here to enter text.
1.3 How relevant is this policy to impact assessment?
<input checked="" type="checkbox"/> X The policy would have consequences for people (positive/neutral/negative) <input checked="" type="checkbox"/> X The policy has potential to advance equality for people <input checked="" type="checkbox"/> X The policy will affect children and young people up to the age of 18 <input type="checkbox"/> The policy has no impact on people
1.4 What people would be affected?
<input type="checkbox"/> East Renfrewshire Council employees <input type="checkbox"/> Organisations or individuals carrying out a service on behalf of the Council

- ☒ X Voluntary sector groups/organisations
- ☒ X People living in a specific area of East Renfrewshire. Please detail: All locality planning areas
- ☒ X Everyone living in East Renfrewshire
- ☒ X People working, studying or volunteering in East Renfrewshire
- ☒ Visitors to East Renfrewshire
- ☒ X A group of people with a shared interest:
 - ☒ X Experiencing socioeconomic disadvantage (this includes low/no wealth, low income, area deprivation or material deprivation)
 - ☒ X Being in a particular age category
 - ☒ X Being from a black or minority ethnic group e.g. Gypsy/Travellers
 - ☒ X Speaking a language other than English
 - ☒ X Women/girls
 - ☒ X Identifying as Lesbian, Gay Bisexual or Transgender
 - ☒ X Belonging to a particular religion or belief
 - ☒ X Pregnant women or those on maternity/paternity leave
 - ☒ X Having a long term limiting health condition or disability
 - ☒ X Providing unpaid care for others
 - ☒ X Another group e.g. those experiencing homelessness, offenders/ex-offenders. Please detail: Click or tap here to enter text.
- ☒ X Children and young people living in East Renfrewshire
- ☒ X Children and young people using East Renfrewshire Council services
- ☒ Children and young people visiting East Renfrewshire
- ☒ None of the above

Review your answers above.

- If the policy has no impact on people, an impact assessment is not required. **GO TO SECTION 9**
- If the policy will have an impact on people, you should complete the full assessment. **GO TO SECTION 2**

2. The Assessment: Your scoping

2.1 How long will this policy be in place and when is it scheduled for review?
<p>September 24 - September 27 – will be reviewed in line with the publication of the guidance for CLD Plans 27-30.</p> <p>The Requirements for Community Learning and Development (Scotland) Regulations 2013 place duties on local authorities to produce a 3-year CLD plan. This plan is developed through consultation and engagement with communities and outlines priorities for all CLD providers to deliver during the life of the plan. Young people, community members and partners were consulted in 2024 to identify priorities for CLD services and identify gaps. Their feedback has informed the priorities laid out in the plan and will continue to shape service delivery throughout the 3 year life of the plan. East Renfrewshire's CLD plan focuses on 7 priority themes – Diversionary, Health and Wellbeing, Skills for Learning, Life and work, Strong, Resilient and Inclusive Communities, Early Years and Family Learning</p>
2.2 Are there known inequalities within the subject matter(s) of the policy? For example: access to transport; organisational pay and composition; or bullying in schools.
<p>The CLD team is responsible for the delivery of Youth Work and Community Capacity Building in East Renfrewshire. The service focuses on creating opportunities for young people and community members to participate, influence decision making and work towards closing the poverty related attainment gap. The team deliver targeted and universal services including Additional Support Needs (ASN) groups, diversionary activity, support to young parents, issue-based group work including healthy relationships and drug and alcohol, youth clubs, Youth Voice and Duke of Edinburgh Awards. They also provide capacity building support, processes and deliver training to enable individuals, groups, communities and partner services to develop the confidence, understanding and skills which are required to support and influence decision making and service delivery.</p> <p>The purpose of CLD provision outlined within this plan is to identify and work towards reducing inequalities across communities including targeting those with protected characteristics, those living in poverty etc. The CLD Plan is delivered by ERC and partner organisations who offer a breadth of provision to target those most in need.</p>
2.3 Are there known impacts on children and young people within the subject matter of the policy? For example, changes to education services, employment support for parents, playparks.
<p>A key focus of the CLD Plan is to deliver youth work services for young people aged 11-25. This includes creating opportunities for children and young people to participate in their communities, benefit from an early intervention and prevention offer, have a voice and influence decision making, develop</p>

skills and contribute to closing the poverty related attainment gap. Resource limitations mean that work needs to be targeted to reach/support those most in need.
2.4 How have people who might be affected been consulted and involved in the development of the policy? Please provide dates and information
CLD Plan consultation took place in June 2024 via groups of learners/focus groups and a resident's survey. 329 people, representing local community groups and individuals, and 19 partner organisations participated in the consultation. Their feedback has informed the plan and will continue to shape service delivery throughout the life of the plan.
2.5 Where children and young people will be affected, how have they been consulted and involved in the development of the policy? Please provide dates and information
Young people were involved in the CLD Plan consultation process outlined above, and through the Youth Rights Fest (youth engagement event) in May 2024.

3. Impact on Equalities

In order to impact assess any new or existing policy it's important to consider the evidence about how it may affect people. Log information about the experiences and needs of people on the basis of different characteristics/circumstances, and whether the proposed policy could have a positive or adverse impact on that.

You may wish to refer to the following sources:

- Input from local Councillors
- Findings from engagement or involvement activities
- Information or feedback from groups of people, such as equality interest organisations and 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

Is it possible to collect new evidence that you don't have but think will be relevant? For example: speaking to colleagues; adapting engagement approaches; setting up meetings or focus groups; and consulting interest organisations.

Characteristics/circumstances	Experience and needs (include sources)	Impact category (positive/neutral/negative) and assessment of impact
Socioeconomic disadvantage	<p>People currently experiencing social–economic disadvantage and inequality of outcomes in terms of poor health, low income, poor housing and fuel poverty are more likely to experience poorer outcomes in life. Three local areas in East Renfrewshire fall within the 20% most deprived areas of Scotland accounting for around 5155 (32%) of East Renfrewshire’s population: • Dunterlie, East Arthurlie and Dovecothall (5 datazones) • Auchenback (2 datazones)</p> <p>Around 3,247 children are living in poverty within East Renfrewshire. This amounts to approximately 14% of all children which is the lowest rate in Scotland.</p> <p>Sources: Office for National Statistics</p>	<p>Positive. The CLD plan outlines the coordinated approach to providing services to meet the needs of residents, which are inclusive and accessible. The CLD plan includes access to free youth work provision, community support including locality planning and Participatory Budgeting and learning opportunities. This has a positive impact on those experiencing socio-economic disadvantage.</p>
Age	<p>East Renfrewshire has an aging population with a 26 per cent increase in the number of residents aged 85 and over during the last decade. By 2043, almost one quarter of East Renfrewshire is projected to be aged 65 or over (23.8%), in line with Scottish projections. Between 2011 and 2020, the rate of change in age-specific population groups in East Renfrewshire was most pronounced among the 65 and older population with a 19.6% increase. The number of children and young people aged 0-15, and the working age population aged 16- 64, also increased over the last 6 years, 9.6% and 1.2% respectively.</p>	<p>Positive. The CLD plan provides targeted support to younger and older residents including community based youth work, youth work in schools, lifelong learning, adult social/friendship groups and support to those experiencing isolation. The CLD plan therefore has a positive impact on different age groups.</p>

	However, this has been at a slower rate than the 65+ population growth. This highlights the changing age structure within the authority.	
Disability or long term health condition	In East Renfrewshire, 17 per cent of the population limited either a 'little' or 'a lot' by long-term health problem or disability. East Renfrewshire had the fourth highest proportion of population in Scotland with one or more long-term health conditions. Joseph Rowntree Foundation data shows that people with disabilities are much more at risk of poverty (Poverty in Scotland 2022)	Positive. The CLD plan provides opportunities for young people and adults who are disabled, have additional support needs or have a long term health condition to participate in social, recreational and or learning activities, which are designed to meet their needs and interests. The CLD plan therefore has a positive impact on providing accessible and inclusive opportunities.
Ethnicity	The 2011 Census also showed that ER was the 5th most ethnically diverse population in Scotland with around 6% of the population from minority backgrounds. Over 5% of the ER population is Pakistani, Indian, Chinese or mixed/multiple ethnic origins. In addition to the main Christian groups there are significant Muslim (3%), Jewish (3%), Sikh (1%) and Hindu (0.4%) communities. The five most common languages, other than English, spoken at home by East Renfrewshire residents (0.2% or more) include Urdu, Punjabi, Chinese, Italian and Polish. Other languages spoken by over 0.1% of residents include French, Arabic, Hindi, Spanish and British Sign Language. Source: Scotland Census 2011, NRS.	Positive. The CLD plan provides opportunities for residents including those who English is their second language, New Scots, and Minority Ethnic carers to participate in social, recreational and or learning activities, which are designed to meet their needs and interests. The CLD plan therefore has a positive impact on providing accessible and inclusive opportunities.
Gender (including gender reassignment)	Male Population – 47.8%	Positive. The CLD plan provides targeted opportunities including single sex group work with young people, targeted employability

	<p>Female Population – 52.2%</p> <p>Women are more likely to be primarily responsible for childcare which can affect their income, employment and career progression. More women than men are lone parents, and lone parents can have lower incomes. According to Stonewall Trans Report, LGBT in Britain, trans people are more likely to report experiencing harassment in public places. They tend to experience higher rates of mental health issues than the general population, and educational environments can be challenging.</p>	<p>support for parents and support to the LGBTi community. The CLD plan therefore has a positive impact on providing accessible and inclusive opportunities.</p>
Marriage/Civil Partnership (only applicable to Council employment policy)	N/A	N/A
Pregnancy / Maternity	<p>Pregnancy can affect the need to and regularity of accessing health and community services. Young mothers tend to be less qualified than older mothers when their first child is born. Although young mothers do resume their education at a later stage, they remain less qualified compared to older mothers who have continued to upgrade their qualifications at a higher rate. (Scottish Govt. Tackling Child Poverty Delivery Plan) Latest data shows that 7% of births in East Renfrewshire were to mothers aged under 25, less than the Scottish average of 17%.</p>	<p>Positive. The CLD plan provides opportunities to support parents and young parents which meets their needs and interests. The CLD plan therefore has a positive impact on providing accessible and inclusive opportunities for parents and young parents.</p>
Religion / Belief	<p>East Renfrewshire is comparatively diverse in terms of religion/belief. It has more than twice the national average of Muslim residents and 2.6% of residents are Jewish, which represents 41% of the total Jewish population in Scotland.</p>	<p>Neutral. Within the year one Action Plan, there are no specified activities to support religion and belief, so the impact is neutral at this time. We will continue to monitor the CLD needs of residents throughout the duration of the plan.</p>

Sexual orientation	There is limited data regarding residents' sexual orientation in East Renfrewshire and in Scotland as a whole. Anecdotally, CLD services have seen an increase in young people identify as being part of the LGBTQ+ community.	Positive. The CLD plan outlines outline opportunities for LGBTi young people to participate in needs led youth work activities. The CLD plan therefore has a positive impact on the LGBTQ+ community.
Providing unpaid care	In East Renfrewshire just over 10% of residents provide unpaid care for, of which 2.2% provide over 50 hours a week. The Joseph Rowntree Foundation Essential Guide to Poverty 2023 states that carers are far more likely to be in poverty than non-carers, with 29% living in poverty.	Positive, The CLD plan outlines East Renfrewshire's coordinated approach to providing CLD opportunities for carers, young carers and the people they support. The CLD plan therefore has a positive impact on providing accessible and inclusive opportunities.
Any other relevant groups e.g. unemployed people, people experiencing homelessness, care leavers, people involved in the criminal justice system, people with literacy/numeracy barriers, people living in rural communities.	Groups including unemployed people, care leavers, people involved in the criminal justice system, people with literacy/numeracy barriers, single parent families, will experience increased barriers to participation and will more than likely live in areas of higher socioeconomic deprivation.	

4. Impact on socio-economic disadvantage

Socio-economic disadvantage means living on a low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest. East Renfrewshire communities where people are at greater risk of experiencing socioeconomic disadvantage and where resources must be targeted to meet needs are the localities of:

- Barrhead – Dunterlie, East Arthurlie and Dovecothall (ADD2)
- Auchenback

- Neilston
- Thornliebank

Consider the policy itself and the way it will be implemented. How may this result in different experiences for people in East Renfrewshire.

<p>4.1 In what way would the policy alleviate or entrench inequalities from socioeconomic disadvantage?</p> <p><i>Guidance note</i></p> <p><i>Consider common inequalities such as poorer skills and attainment; lower paid and less secure work; greater chance of being a victim of crime; less chance of being treated with dignity and respect; lower healthy life expectancy; lower feeling of control over decisions that affect you.</i></p> <p>Socioeconomic disadvantage can be a cause and consequence of many inequalities of outcome, for example: poorer skills and attainment; lower quality, less secure and lower paid work; greater chance of being a victim of crime; less chance of being treated with dignity and respect; and lower healthy life expectancy. Community Learning and Development (CLD) supports disadvantaged or vulnerable people to bring about change in their lives and communities. It does this through providing opportunities for learning and personal development. CLD improves the life chances of learners and communities and in particular, can help our most disadvantaged communities to empower themselves. The CLD plan for East Renfrewshire sets out how services will be delivered over a 3 year period. Consultation and engagement with residents, partners and staff have influenced the key themes and strategic focus for this plan. These are: 1. Health and Wellbeing 2. Skills for Learning, Life and work 3. Diversionary 4. Strong, Resilient and Inclusive communities 5. Early Years and Family Learning.</p>
<p>4.2 What opportunities are there within this policy and the way it will be implemented to promote inclusion, participation, dignity and empowerment of people experiencing socioeconomic disadvantage?</p> <p>CLD will continue to target their work in the areas of greatest disadvantage working with residents most in need of CLD supports. Ongoing consultation with residents throughout the life of the CLD plan will ensure local people are involved in decision-making and influencing change.</p>
<p>4.3 What will be done differently to focus on addressing the multiple inequalities experienced by some people in Auchenback, Barrhead, Neilston and Thornliebank?</p> <p>It is recognised that inequalities are experienced in Auchenback, Barrhead, Neilston and Thornliebank more so than in other communities and CLD partners are working together to reduce these inequalities by targeting and focusing resources where they can have the most impact on people's lives. Partners will continue to engage in locality planning processes to ensure inequalities are addressed.</p>

5. Impact on Children's Rights

This section must be completed if any potential impact on children and young people up to the age of 18 has been identified in sections 1-3.

If there are no impacts on children and young people GO TO SECTION 6

Which General Principles of UNCRC are relevant to this policy/measure? Tick all that apply.		Which additional articles are relevant to this policy/measure? List all that apply	Which particular groups of children and young people are affected by this policy/measure? (e.g. young children, disabled children, children living in poverty, children in care, young people who offend).
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		All young people under the age of 18 who participate in targeted and universal CLD services are affected by this Plan.
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 their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.	<input type="checkbox"/>		
Article 6 Life, survival and development Every child has a right to life and to develop to their full potential.	X		All young people under the age of 18 who participate in targeted and universal CLD services are supported to develop their full potential.
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. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.	X		All young people under the age of 18 who participate in targeted and universal CLD services express their views and opinions on the services available to them. Further youth voice activities enable young people to influence decision-making and change both locally and nationally. CLD drive the agenda for young people's participation in the implementation of the UNCRC Act through the development of the Youth Rights Association.

In relation to the articles identified above, please explain how the impact will be positive, negative or neutral.

Relevant identified Article of UNCRC	Impact category (Positive/Negative/Neutral)	Assessment of impact (including consideration of whether the policy/measure might impact differently on different groups of children and young people affected).
Article 2	Positive	CLD services provide positive opportunities for all young people engaged in their services. Services are targeted at those most in need.
Article 6	Positive	CLD services provide positive opportunities for all young people engaged in their services. Services are targeted at those most in need.
Article 12	Positive	CLD services provide positive opportunities for all young people engaged in their services. Services are targeted at those most in need.

6. Your results

Considering the evidence logged above, complete the following questions where possible.

6.1 In what ways, if any, would this policy help to eliminate discrimination or undermine it? Consider any potential adverse impact identified above.
CLD helps to eliminates discrimination by supporting disadvantaged or vulnerable people, those with protected characteristics and priority groups, to bring about change in their lives and communities. It does this through providing opportunities for engagement, learning and personal development.
6.2 In what ways, if any, would this policy advance or undermine equality of opportunity?
Limited resources across partners/services may undermine equality of opportunity as we have to target services to those most in need. CLD aims to advance equality of opportunity through targeted engagement.
6.3 In what ways, if any, would this policy foster or undermine good relations between groups of people? Consider aspects that may tackle prejudice or promote understanding between different groups.
CLD Services provides local people with opportunities to come together and participate in community life.

6.4 In what ways, if any, will this policy advance or undermine the rights of children and young people?
CLD Services positively encourage children and young people to have their rights upheld through participation and having a voice, and lead on young people's participation in the implementation of the UNCRC Act through the development of the Youth Rights Association.
6.5 In what ways, if any, will this policy protect and promote the wellbeing of children and young people?
The wellbeing of children and young people is at the heart of all CLD service provision
6.6 How will you communicate information about this policy to people who have: hearing and/or sight loss; English as a second language; are digitally excluded; have literacy/numeracy barriers?
We will access appropriate council provision to ensure that the plan is accessible to all.
6.7 Is this policy to be carried out wholly or partly by contractors? If yes, how will you incorporate equality expectations into the contract?
Not applicable

7. Your Outcome

7.1 Select the most appropriate
<input type="checkbox"/> No major change <input type="checkbox"/> Adjust the policy <input checked="" type="checkbox"/> Continue the policy <input type="checkbox"/> Stop the policy
7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy?
No
7.3 What, in brief, does the evidence base underpinning the policy say about its potential impacts on inequalities of outcome?

CLD improves the life chances of learners and communities across East Renfrewshire, and in particular, can help our most disadvantaged communities to empower themselves.				
7.4 What, in brief, does the evidence base underpinning the policy say about its potential impacts on the rights of children and young people?				
CLD improves the life chances of learners and communities, including children and young people, across East Renfrewshire, and in particular, can help our most disadvantaged communities to empower themselves				
7.5 Consider all evidence and findings of your assessment and complete this short action plan for addressing any potential adverse impact on people, including children and young people, in the policy itself, and in the way it is communicated/ implemented.				
Identified adverse impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
N/A				

8. Approval

Name of policy/proposal:	
Approval date:	
Approved by:	
Department:	

9. No assessment required

Policy/Decision Title	CLD Plan 2024/5- 2027/8
Department/ Service	Communities and Transformation, Business Operations & Partnerships
Responsible officer for taking decision	Jamie Reid
Rationale for decision	The CLD Plan is a learner/participant-led plan that seeks to improve personal and community outcomes. The plan seeks to actively support individuals with protected characteristics.
<p>Declaration: I confirm that the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by:</p> <p>Name and Job Title: Jamie Reid, Head of Communities & Transformation</p> <p>Date Authorisation given: 26 June 2025</p>	