

## 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.

<b>Name of policy*:</b>	Covid Reserves Funding-proposals for 2023/2024
<b>Completion date:</b>	May 2023
<b>Completed by:</b>	Megan McIntyre
<b>Lead officer:</b>	Julie Breslin
<b>Department:</b>	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?

- Policy or Strategy
- Programme or Plan
- Project
- Service or Function
- Budget proposal
- Another decision. Please state: [Click or tap here to enter text.](#)

- New
- Review or change to existing
- 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

- Change to charging arrangements (including introduction, removal, increase or decrease)
- Change to how a service is delivered (including addition, change or removal of practice/procedures/processes)
- Change to options or entitlements
- Change to priorities or criteria
- Other. Please detail: [Click or tap here to enter text.](#)

## 1.3 How relevant is this policy to impact assessment?

- The policy would have consequences for people (positive/neutral/negative)
- The policy has potential to advance equality for people
- The policy will affect children and young people up to the age of 18
- The policy has no impact on people

## 1.4 What people would be affected?

- East Renfrewshire Council employees
- Organisations or individuals carrying out a service on behalf of the Council

- X Voluntary sector groups/organisations
- People living in a specific area of East Renfrewshire. Please detail: [Click or tap here to enter text.](#)
- X Everyone living in East Renfrewshire
- X People working, studying or volunteering in East Renfrewshire
- X Visitors to East Renfrewshire
- 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
  - Pregnant women or those on maternity/paternity leave
  - X Having a long term limiting health condition or disability
  - X Providing unpaid care for others
  - 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
- X 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

<b>2.1 How long will this policy be in place and when is it scheduled for review?</b>
The funding proposals included in the Covid Reserves Fund are to cover the financial year 2023/24 with progress on spend being monitored regularly.
<b>2.2 Are there known inequalities within the subject matter(s) of the policy?</b> For example: access to transport; organisational pay and composition; or bullying in schools.
This purpose of the policy is to address inequalities that may have been exacerbated through the pandemic for more vulnerable groups including women and children experiencing domestic abuse, children and young people with ASN, older people and those with long term conditions and carers.
<b>2.3 Are there known impacts on children and young people within the subject matter of the policy?</b> For example, changes to education services, employment support for parents, playparks.
There are several impacts on children and young people within this policy. For example, proposals include funding to support the development of an early years language and communications team, support to CLD to help with anti-social behaviour and mental health support through sleep counselling training for young people and the Healthier Minds Hub.
<b>2.4 How have people who might be affected been consulted and involved in the development of the policy ?</b> Please provide dates and information
As part of their criteria, all proposals must address one of the priority areas or groups identified in <a href="#">Humanitarian COVID-19 Impact report</a> . This research was carried out in 2022 and involved both quantitative and qualitative data gathering from a representative sample of individuals and community organisations from a variety of backgrounds. Clear links have also been drawn to each of the 4 harms of the pandemic e.g. direct & indirect health; social and economic impacts.
<b>2.5 Where children and young people will be affected, how have they been consulted and involved in the development of the policy?</b> Please provide dates and information
Children and young peoples' experiences has been incorporated into the planning of specific proposals. Education colleagues engaged with more than 600 parents and carers of children and young people with ASN who attend specialist provision or mainstream schools in East Renfrewshire as part of the ASL review in 2021. In developing their Social Justice Strategy Education also engaged and surveyed 738 pupils on their rights and experiences of equality.

### 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>East Renfrewshire has the highest percentage of data zones of all the Scottish Local Authorities classed as being in the 20% least deprived in Scotland. Eight of the 122 data zones (population) in East Renfrewshire are classed as being within the 20% most deprived in Scotland, this represents 7% of data zones in East Renfrewshire. They are located within Barrhead, Auchenback and Neilston. Three of the data zones are classed as being within the 10% most deprived in Scotland and one of these is classed as being within the 5% most deprived areas (<a href="#">Equalities Mainstreaming Report</a>)</p> <p>East Renfrewshire Council conducted Humanitarian research into the impact of COVID-</p>	<p>The addition of services outlined in the Covid Reserves proposals will have a positive impact on disadvantaged communities as they are aimed at stimulating recovery from the pandemic (including the economic impacts) and mitigating the impact on vulnerable individuals, communities and ERC staff.</p>

19 in 2021, with detailed [analysis](#) here. The study showed that the societal and economic harms caused by the pandemic continue to be felt by residents across East Renfrewshire and many will be exacerbated by the cost-of-living crisis. The research noted key priority groups who should be prioritised for recovery support including children and young people; older people; those with disabilities and long-term conditions; carers; single households; young families; those with language barriers and those experiencing domestic violence.

In terms of the economic impact the research showed that out of work benefits remain substantially above pre-COVID, mostly for under 35s.

The research noted key themes for response and recovery including ongoing practical and financial support; a focus on inequalities; attainment gap for children with Additional Support Needs (ASN) and those from deprived areas; targeted mental health supports and delivering lower-level community activity and supports to improve wellbeing.

In addition to the impact of the pandemic, other global factors are influencing an ongoing cost-of living crisis. Weak earnings and income growth; in-work poverty and fragile work, combined with the increasing cost of fuel and goods, particularly food, have seen household finances squeezed.

	<p>There are several contributing factors including post-lockdown surge in demand for fuel; a lack of supply of fuel due to lack of renewable generation; poor crop yields; a reduction in food production; Brexit; and the war in Ukraine.</p> <p><a href="#">The Resolution Foundation</a> has estimated that levels of Absolute Child Poverty could rise by 5% points in 2022/23. Glasgow City Region (GCR) has applied this projection to the latest estimates of Child Poverty (after housing costs) from 2020/21 showing that the number of children in poverty in East Renfrewshire could increase by 950. Despite having one of the lowest rates of child poverty in Scotland, there is a significant gap in standards of living amongst our poorest and wealthiest families, children who could be sitting next to one another in school, making the contrast all the more apparent. <a href="#">CPAG</a> estimates that by January 2023 over half of households in the UK (15 million) will be in fuel poverty which means spending over 10 per cent of net income on fuel. Again, GCR analysis indicates that for East Renfrewshire there could be 19,000 additional households in fuel poverty by January 2023.</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</p>	<p>The proposals set out aim to have a positive impact on older people in the area, particularly those experiencing isolation or financial hardship by funding a dedicated financial advisor and marketing to raise awareness of supports available.</p>

	<p>population groups in East Renfrewshire was most pronounced among the 65 and older population with a 19.6% increase.</p> <p>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. However, this has been at a slower rate than the 65+ population growth. This highlights the changing age structure within the authority</p>	<p>The proposals will aim to have a positive impact on children and young people, including access to free youth work provision, mental health support and learning opportunities.</p>
Disability or long term health condition	<p>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 (<a href="#">Poverty in Scotland 2022</a>)</p>	<p>The proposals aim to have a positive impact on people with disabilities or long-term health conditions, for example through continuing staff cover in HSCP and providing ASN support.</p>
Ethnicity	<p>Though no localised data on the level of deprivation by ethnicity could be found, the Joseph Rowntree Foundation published a <a href="#">briefing in 2021</a> that poverty levels for people in minority ethnic communities in Scotland are double the national average, and rising. East Renfrewshire is one of the most ethnically and culturally diverse areas in Scotland with significant Muslim and Jewish communities. The 'Asian' population showed the largest increase and at the time of the 2011 Census represented</p>	<p>The proposals aim to have a positive impact on all protected characteristics as funding could augment limited internal capacity to rebuild community networks and capacity; develop staff skills and re-engage staff in training and help build a challenging and robust equalities strategy for the future</p>



	5 per cent of the total East Renfrewshire population.	
Gender (including gender reassignment)	<p>Male Population – 47.8% Female Population – 52.2%</p> <p>According to <a href="#">Stonewall Trans Report</a>, 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 and working environments can be challenging.</p>	As above
Marriage/Civil Partnership (only applicable to Council employment policy)	N/A	N/A
Pregnancy / Maternity	<p>Pregnancy can affect 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. (<a href="#">Scottish Govt. Tackling Child Poverty Delivery Plan</a>) 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>The proposals aim to have a positive impact on all protected characteristics as funding could augment limited internal capacity to rebuild community networks and capacity; develop staff skills and re-engage staff in training and help build a challenging and robust equalities strategy for the future</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</p>	As above

	2.6% of residents are Jewish, which represents 41% of the total Jewish population in Scotland.	
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.	As above
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 <a href="#">Joseph Rowntree Foundation Essential Guide to Poverty 2023</a> states that carers are far more likely to be in poverty than non-carers, with 29% living in poverty.	The initiative aims to have a positive impact on people who provide unpaid care as proposals offer funding to build capacity for carers reviews and additional respite for carers of adults with ASN.
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.	Continued support will be provided to care experienced population, people engaging with criminal justice, unemployed, those experiencing homelessness, people with literacy/numeracy barriers, people living in rural communities.	The initiative aims to have a positive outcome for care leavers, anyone involved in the criminal justice system.

#### 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)
- Auchinback
- 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.

**4.1 In what way would the policy alleviate or entrench inequalities from socioeconomic disadvantage?**

*Guidance note*

*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.*

The provision aims to reduce inequalities and improve people’s lives in East Renfrewshire. No areas have been identified which would explicitly disadvantage certain groups. The Covid Reserves Fund is aimed at reducing inequalities for all and addressing financial hardship across the authority. However East Renfrewshire communities where people are at greater risk of experiencing socioeconomic disadvantage and where resources are targeted to meet needs are:

- ☒ Auchenback
- ☒ Dunterlie, East Arthurlie and Dovecothall (ADD2)
- ☒ Neilston
- ☒ Thornliebank

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. These areas are our primary focus, however there are household circumstances, even more since the pandemic, that are impacted socio-economic disadvantage that the Fund is aimed at addressing.

**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?**

This policy has several elements that promote community participation, including participatory budgeting activities. This gives residents from all communities, including those experiencing socioeconomic disadvantage to make decisions about the funding in their local area, thereby encouraging empowerment, inclusion, participation and dignity.

**4.3 What will be done differently to focus on addressing the multiple inequalities experienced by some people in Auchenback, Barrhead, Neilston and Thornliebank?**

It is recognised that inequalities are experienced in Auchenback, Barrhead, Neilston and Thornliebank more so than in other communities and the Council and partners are working together to reduce these inequalities by targeting and focusing resources where they can have the most impact on people’s lives.

## 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).
<b>Article 2</b> <b>Non-discrimination</b> 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	3,6	The scope of the policy is such that all residents and therefore all children and young people may be affected.
<b>Article 3</b> <b>Best interests of the child</b> 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.	X	6,2	The aim of the policy is to improve the quality of all residents’ lives including children
<b>Article 6</b>	X		
<b>Life, survival and development</b> Every child has a right to life and to develop to their full potential.		2,3	The policy supports the intention of this article.

<p><b>Article 12</b>  <b>Respect for the views of the child</b>  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.</p>	<input type="checkbox"/>		
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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	Improving quality of life of children and young people- there may be some differential impact as a result of targeting particular groups to reduce inequalities, however, the policy aims to positively impact residents and visitors including children and young people.
Article 3	Positive	As above
Article 6	Positive	As above

## 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.

This policy aims to eliminate discrimination by supporting disadvantaged or vulnerable people, those with protected characteristics and priority groups, to bring about change in their lives and communities.

**6.2 In what ways, if any, would this policy advance or undermine equality of opportunity?**

The Covid Reserves Fund aims to advance equality of opportunity and not undermine this. The Fund will do this by supporting projects that pay due regard and target provision to residents that fall within protected characteristics or face socioeconomic disadvantage.

**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.

The Funding aims to foster good relations between groups of people and not undermine these. The funding looks to do this by supporting initiatives that promote working together with communities and third sector organisations to deliver services that assist priority groups/areas in the recovery from the Covid-19 pandemic.

**6.4 In what ways, if any, will this policy advance or undermine the rights of children and young people?**

This policy will advance the rights of children and young people by considering the best interests of the child in the design of proposals and providing opportunities to advance equality by aiming to improve attainment and providing supports to families experiencing emotional/financial hardship.

**6.5 In what ways, if any, will this policy protect and promote the wellbeing of children and young people?**

This policy will protect and promote the wellbeing of children and young people as part of the criteria there is a focus on activities to improve mental health and wellbeing and target support to key priority groups identified by research, including: Children and young people – especially those with ASN; Carers; Young families especially those in social housing and women experiencing domestic violence

**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?**

Available to be provided in alternative formats and languages.

**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?

N/A

## 7. Your Outcome

**7.1 Select the most appropriate**

- No major change
- Adjust the policy
- Continue the policy
- Stop the policy

**7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy?**

N/A

**7.3 What, in brief, does the evidence base underpinning the policy say about its potential impacts on inequalities of outcome?**

The funding is targeted to those most in need in our communities, particularly towards individuals and families experiencing financial hardship

**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?**

The funding is targeted to those most in need in our communities, particularly towards individuals and families experiencing financial hardship

**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

## 8. Approval

<b>Name of policy/proposal:</b>	Covid Reserves Funding-proposals for 2023/2024
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<b>Approval date:</b>	10 <sup>th</sup> May 2023
<b>Approved by:</b>	Louise Pringle
<b>Department:</b>	Business Operations and Partnerships

## 9. No assessment required

Policy/Decision Title	
Department/ Service	
Responsible officer for taking decision	
Rationale for decision	Please record why an assessment is not required and what your justification is for making that decision. This must include confirmation that the policy/programme concerned does not constitute a strategic decision and/or has no relevance re protected characteristics, human rights or socio-economic inequalities
<p><b>Declaration:</b>  <b>I confirm that the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by:</b></p> <p><b>Name and Job Title:</b></p> <p><b>Date Authorisation given:</b></p>	



