Argyll and Bute Council: Equality and Socio-Economic Impact Assessment

Section 1: About the proposal

Title of Proposal
Review of Community Learning (Youth and Adult Learning Provision)

Intended outcome of proposal
Redesign of Service in order to make savings of £330k

Description of proposal

The proposal has been produced at the request of the Transformation Board and contains plans to make a saving from the Community Learning Budget of £330k, which equates to 39% of the core budget (£800k). As part of this exercise a service redesign is necessary to ensure that the remaining structure is fit for purpose.

Approximately 87% of the budget is committed to staffing costs, so any options to achieve this saving will have a direct impact on staffing with an estimated 17.1FTE posts to be removed. Posts which may be affected are as follows:-

- Managers Post
- Youth Work Assistant Posts
- Duke of Edinburgh Development Officer Post
- Youth Participation Officer Post
- CLD Youth Worker Primary
- CLD Youth Worker 16+
- Adult Learning Assistant Posts
- Adult Literacy and Numeracy Posts
- Admin Posts

This will greatly reduce the capacity of the service to respond to the needs of adults and young people across the authority. There would be no dedicated Adult Literacy and Numeracy provision in Argyll and Bute.

There will also be a reduction or removal of operational budgets directly impacting on the following areas :-

- Staff Training/CPD
- Residential Youth Work – capacity building and youth voice activities
- Adult Learning class provision
- Accredited Provision – SQA, Youth Achievement Awards, Dynamic Youth Awards etc.
- Outdoor Technical Advice – DofE and schools
- Memberships – Youth Scotland/Youthlink Scotland/Young Scot
- Playscheme Passes
- Removal of administrative support.

The new service structure would require consultation with users and staff to create a service to meet the needs within the new reduced resource available.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes

Community Learning makes a positive contribution to meeting the following business outcomes:-

- BO106 Our looked after young people are supported by effective corporate parenting.
- BO107 The support and lifestyle needs of our children, young people and their families

are met.
- BO108 All our children and young people are supported to realise their potential.
- BO109 All our adults are supported to realise their potential.
- BO116 We engage and work with our customers, staff and partners.

- CPP Outcome 3: Education, skills and training maximises opportunities for all.
- Our Children Their Future.

- The Education (Scotland) Act 1980
- Community Learning and Development (Scotland) Regulations 2013
- National Improvement Framework

Lead officer details:	
Name of lead officer	**Martin Turnbull**
Job title	**Community Learning Manager**
Department	**Customer Services: Education**
Appropriate officer details:	
Name of appropriate officer	**Anne Paterson**
Job title	**Head of Education: Lifelong Learning and Support**
Department	**Customer Services: Education**
Sign off of EqSEIA	
Date of sign off	

Who will deliver the proposal?

Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement
1 meeting with staff prior to paper going to P&R Committee. Launch of formal consultation will take place on Tuesday 15th January, further required consultation will take place with staff thereafter.

Data

Other information

Gaps in evidence

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age	*			
Disability	*			
Ethnicity				*
Gender	*			
Gender reassignment				*
Marriage and Civil Partnership		*		
Pregnancy and Maternity				*
Religion		*		
Sexual Orientation	*			
Fairer Scotland Duty:				
Mainland rural population	*			
Island populations	*			
Low income	*			
Low wealth	*			
Material deprivation	*			
Area deprivation	*			
Socio-economic background	*			
Communities of place?	*			
Communities of interest?	*			

Impact on service deliverers (including employees, volunteers etc):

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age	*			
Disability	*			
Ethnicity		*		
Gender	*			
Gender reassignment		*		
Marriage and Civil Partnership		*		
Pregnancy and Maternity		*		
Religion		*		
Sexual Orientation		*		
Fairer Scotland Duty:				
Mainland rural population	*			
Island populations	*			
Low income	*			
Low wealth	*			
Material deprivation	*			
Area deprivation	*			
Socio-economic background	*			
Communities of place?	*			
Communities of interest?	*			

If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?
After consultation is carried out.

How has 'due regard' been given to any negative impacts that have been identified?

The service review presents the best option of providing an efficient service within the resources available.

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council?	Yes

Details of knock-on effects identified
This proposal may have a negative impact on:- • Attainment and achievement of young people. • Corporate parenting responsibilities. • Involvement and engagement of young people in ABC consultations, Community Planning etc. • Mental Health and Well-Being of vulnerable young people and adults. • Joint Children's Service Plan • Poverty Strategy.

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?
• Argyll and Bute Council procedures for Service Redesign will be followed. • Staff consultation and assessments. • Community consultations.