

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

### Section 1: About the proposal

<b>Title of Proposal</b>
Community Learning Service Savings 20/21

<b>Intended outcome of proposal</b>
Achieve saving amounting to £245,720 or 26% of service budget.

<b>Description of proposal</b>
Consultation on a final model is ongoing, however as staffing is the biggest part of service budget it is likely that the bulk of the savings will be made by reducing staffing costs. It is anticipated a minimum of 10 posts (7FTE) will be removed.
In 2018/19 the service was subject to a budget saving of 29% with the loss of 17.1 FTE posts. If the proposed savings for 20/21 are implemented the resulting model will offer a de minimis level of service.

<b>Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes</b>
Community Learning makes a positive contribution to meeting the following business outcomes:- <ul style="list-style-type: none"><li>• BO106 our looked after young people are supported by effective corporate parenting.</li><li>• BO107 the support and lifestyle needs of our children, young people and their families are met.</li><li>• BO108 all our children and young people are supported to realise their potential.</li><li>• BO109 all our adults are supported to realise their potential.</li><li>• BO116 we engage and work with our customers, staff and partners.</li></ul>

<b>Lead officer details:</b>	
Name of lead officer	Martin Turnbull
Job title	Community Learning Manager
Department	Education
Appropriate officer details:	
Name of appropriate officer	Anne Paterson
Job title	Head of Service
Department	Education
Sign off of EqSEIA	<i>Anne Paterson</i>
Date of sign off	30.1.20

<b>Who will deliver the proposal?</b>
If the savings are taken, the CLD Manager will deliver the savings

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

<b>Consultation / engagement</b>
Consultations with staff, service users and partners are ongoing.

**Data**

Specific service data as well as demographic, employment, health and needs related data will be considered in producing the service delivery model.

**Other information**

N/A

**Gaps in evidence**

Following the 19/20 budget savings exercise, a new service structure was implemented in July 2019. Consequently, there has not been enough time to accurately measure the effectiveness of the new structure or its impact on service users.

### Section 3: Impact of proposal

**Impact on service users:**

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

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

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age	X			
Disability	X			
Ethnicity				X
Gender		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
<b>Fairer Scotland Duty:</b>				

	Negative	No impact	Positive	Don't know
Mainland rural population	X			
Island populations	X			
Low income	X			
Low wealth	X			
Material deprivation	X			
Area deprivation	X			
Socio-economic background	X			
Communities of place?	X			
Communities of interest?	X			

**If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?**

The service manager will, through the implementation of approved proposals, monitor the impact of the changes on service users and employees, giving due regard to those groups where they currently do not know the impact

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

The risks of making the proposed budget savings and the likely consequences have been outlined clearly within the papers being submitted for consideration by Elected Members.

**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 will further reduce Community Learning service delivery, which is likely to 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.
- Adult learning opportunities and participation rates.
- Employment rates and positive destinations.
- 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?**

The service manager will continue to monitor and evaluate the impact of the proposal following implementation.