

**South Ayrshire Council      Equality Impact Assessment Scoping**

**1. Proposal details**

Proposal Title  ESC02 - Reduce the Council match funding from revenue budgets for the European Social Fund Employability Pipeline Programme and replace with funding from reserves	Lead Officer  Douglas Hashagen Employability and Skills Co-ordinator
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**2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts**

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire	No	No
People from different racial groups, ethnic or national origin.	No	No
Women and/or men (boys and girls)	No	No
People with disabilities	No	No
People from particular age groups for example Older people, children and young people	No	No
Lesbian, gay, bisexual and heterosexual people	No	No
People who are proposing to undergo, are undergoing or have undergone a process to change sex	No	No
Pregnant women and new mothers	No	No
People who are married or in a civil partnership	No	No
People who share a particular religion or belief	No	No
Thematic Groups: Health, Human Rights, Rurality and Deprivation.	No	No

**3. Do you have evidence or reason to believe that the proposal will support the Council to:**

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Low
Promote equality of opportunity between particular communities or groups	Low
Foster good relations between particular communities or groups	Low
Promote positive attitudes towards different communities or groups	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

**4. Summary Assessment**

<b>Is a full Equality Impact Assessment required?</b> (A full EIA must be carried out on all high and medium impact proposals)	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
<b>Rationale for decision:</b>  There is no impact on service delivery of the ESF Employability Pipeline programme from this savings	

proposal.	
Signed : Kate O'Hagan	Head of Service
Date: 1 March 2016	Copy to <a href="mailto:equalities@south-ayrshire.gov.uk">equalities@south-ayrshire.gov.uk</a>

**SOUTH AYRSHIRE COUNCIL  
EQUALITY IMPACT ASSESSMENT**

**Section One: Proposal Details\***

Name of Proposal	
Lead Officer (Name/Position)	
Proposal Development Team (Names/Positions)	
Critical friend (s)	

\*This could include strategy, project or application: see guidance attached.

What are the main <b>aims</b> of the proposal?	
What are the intended <b>outcomes</b> of the proposal	

**Section Two: What are the Likely Impacts of the Proposal?**

Will the proposal impact upon the whole population of South Ayrshire <i>or</i> particular groups within the population (please specify)	
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
<b>Race:</b> Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	
<b>Sex:</b> Issues specific to women or men	
<b>Disability:</b> Issues relating to disabled people	
<b>Age:</b> Issues relating to a particular age group e.g. older people or children and young people	
<b>Religion or Belief:</b> issues relating to a person's religion or belief (including non-belief)	
<b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	

<p><b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership.</p>	
<p><b>Gender Reassignment:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex.</p>	
<p><b>Pregnancy and Maternity:</b> Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	
<p><b>Multiple / Cross Cutting Equality Issues</b> Issues relating to multiple protected characteristics.</p>	
<b>Equality and Diversity Themes Particularly Relevant to South Ayrshire Council</b>	
<p><b>Health</b> Issues and impacts affecting people's health</p>	
<p><b>Human Rights:</b> Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	
<p><b>Rurality</b> Impacts relating to living and working in a rural community</p>	
<p><b>Deprivation</b> Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	

### Section Three: Evidence Used in Developing the Proposal

<p><b>Involvement and Consultation</b> In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? <b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	
<p><b>Data and Research</b> In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	
<p><b>Partners data and research</b> In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	
<p><b>Gaps and Uncertainties</b> Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	

**Section Four: Detailed Action Plan to address identified gaps in:**

**a) evidence and**

**b) to mitigate negative impacts**

No	Action	Lead Officer(s)	Timescale
1			
2			
3			
4			
5			

**Note: Please add more rows as required.**

**Section Five - Performance monitoring and reporting**

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	
When will the proposal be reviewed?	
Which Scrutiny Panel will have oversight of the proposal?	

## Summary Equality Impact Assessment Implications & Mitigating Actions

**Name of Proposal:** .....

This proposal will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<b>Eliminate discrimination</b>
<b>Advance equality of opportunity</b>
<b>Foster good relations</b>

<b>Summary of Action Plan to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>

<p><b>Signed:</b> .....<b>Head of Service</b></p> <p><b>Date:</b> .....</p>
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