

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Establishment of a catchment area for primary Gaelic provision at Whinhill Primary School
b.	Responsible organisation(s)/Lead Service	Education Services
c.	Lead Officer	Ruth Binks, Corporate Director - Education, Communities and Organisational Development
d.	Date of Impact Assessment	17 May 2022
e.	Partners/other Services involved in the development of the policy, function or strategy	Education Scotland. Bord na Gaidhlig (the principal public body in Scotland responsible for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues).
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	To establish an Inverclyde-wide primary catchment area for Gaelic education at Whinhill Primary School. A statutory consultation on the proposal was required in terms of The Schools Consultation (Scotland) Act 2010.
h.	What are the intended outcomes of the policy, function or strategy?	To offer Gaelic provision to all pupils throughout Inverclyde.
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde-wide

¹ Please attach details of the policy, function or strategy to this Template

1. Policy, function or strategy		
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	X Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		<input type="checkbox"/> Advance equality of opportunity between people of different groups
		<input type="checkbox"/> Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes. Extensive consultation has taken place with stakeholders.

2. Does the policy, function of strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

2. Does the policy, function of strategy impact on:		
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.		
<p>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.</p>		
Signature:	Date:	

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age	X					This proposal will have a positive impact on young people in Inverclyde who wish to learn Gaelic.
Disability			X			
Gender Reassignment			X			
Marriage and civil partnership			X			
Pregnancy and maternity			X			
Race			X			
Religion and belief			X			

Sex			X			
Sexual orientation			X			
Other groups to consider • Carers		X				In terms of this proposal, parents/carers of pupils will not be responsible for school transport costs.

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people from different groups
<input type="checkbox"/>	Foster good relations between people from different groups

5. Impact – groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impacts +	Negative impacts -

<i>(Describe groups affected.)</i>	<i>(Describe groups affected.)</i>
<p>Age: This proposal will have a positive impact on young people who wish to learn Gaelic.</p> <p>Carers: In terms of this proposal, the parents/carers of young people will not be required to pay the cost of transport to and from the educational establishment.</p>	

6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
+		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>Those who do not currently access Gaelic medium education because of the cost of transport will now be able to do so.</p>		

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

X	<p>1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth</p>
---	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

X	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)
X	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit
<input type="checkbox"/>	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential

Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.

Priorities 1, 2 and 3: Access to Gaelic provision could promote the area to families. Additionally, the establishment of a Gaelic catchment area will promote Gaelic more widely than is currently available and will mean that the cost of transport will not be a barrier to participation.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

X	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
X	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
X	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment

X	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
X	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

Priorities 1, 2, 4, 8 and 9: Inverclyde has a thriving Gaelic community and a strong history of Gaelic medium provision. Promoting Gaelic medium education and providing resources to do so will encourage families from a wide variety of backgrounds to access the provision, without cost being a barrier.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	This proposal has been the subject of extensive statutory consultation, including surveys and public meetings. The majority of respondents were supportive of the proposal. Education Scotland has also produced a report on the consultation which supports the Council's proposal to establish a catchment area for primary Gaelic provision at Whinhill Primary School.
Research	

Officers' knowledge and experience (including feedback from frontline staff)	Inverclyde has a thriving Gaelic community and a strong history of Gaelic medium provision.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	Yes. A further report will be submitted to the Education and Communities Committee identifying the exact financial impact of the proposal and options to contain the relevant spend within the Education, Communities and Organisational Development Directorate's budget.

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	It is not proposed to make any changes to the proposal at this stage.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	

d.	Discontinue development and consider alternatives (where relevant)	□	
----	--------------------------------------------------------------------	---	--

How will the effect of the policy, function or strategy be monitored following implementation?

Numbers in Gaelic Medium will be monitored and a Gaelic Medium steering group has been set up.

When is the policy, function or strategy due to be implemented?

At the start of the academic year 2022/23.

When will the policy, function or strategy be reviewed?

The catchment area will not be reviewed as it encompasses the whole of Inverclyde. The policy for mileage transportation may be reviewed as part of any ongoing work on budgets.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

The funding for this proposal will need to be sourced from the Education, Communities and Organisational Services Directorate's budget. In a time of dwindling resources and competing demands, care will have to be taken that the amount spent on Gaelic provision is proportionate to the outcomes and needs of pupils and does not impact on other priority groups.

11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.

If a pupil attending the Whinhill Primary School wishes to cease Gaelic provision in primary, they will automatically revert to their non-denominational catchment school without the need to submit a placing request.

Details of the Person(s) who completed the Assessment:	
Name:	Ruth Binks and Michael Roach
Position:	Corporate Director - Education, Communities and Organisational Development and Head of Education respectively
Date:	17 May 2022
Authorised by:	
Name:	Ruth Binks
Position:	Corporate Director - Education, Communities and Organisational Development
Date:	25 May 2022

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer at karen.barclay@inverclyde.gov.uk.