



**Equality Relevance Assessment**

<b>1. Details of proposal</b>				
<b>Policy title</b>	Review of support for out of school care			
<b>Lead officer</b>	Elaine Cook – Head of Education Services			
<b>Date relevance considered</b>	04/09/14			
<b>2. Does the council have control over how this policy will be implemented?</b>				
<table border="1"> <tr> <td><b>YES</b></td> <td><b>X</b></td> <td><b>NO</b></td> </tr> </table>		<b>YES</b>	<b>X</b>	<b>NO</b>
<b>YES</b>	<b>X</b>	<b>NO</b>		
<b>3. Do you have evidence or reason to believe that this policy will, or may potentially:</b>				
<b>General Duties</b>	<b>Impact on equality (Yes or No)</b>			
Reduce or increase discrimination, victimisation or harassment against people covered by the equality protected characteristics?	Yes			
Reduce or increase equality of opportunity between people who share an equality protected characteristic and those who do not?	Yes			
Provide opportunity to improve good relations between those who share an equality protected characteristic and those who do not?	No			
<b>4. Equality impact assessment required? (Two Yes above = full assessment necessary)</b>				
<table border="1"> <tr> <td><b>YES</b></td> <td><b>X</b></td> <td><b>NO</b></td> </tr> </table>		<b>YES</b>	<b>X</b>	<b>NO</b>
<b>YES</b>	<b>X</b>	<b>NO</b>		
<b>5. Decision rationale</b>				
The withdrawal of support for the charity Simply Play has the potential to impact disproportionately on women as the majority providers of unpaid care.				

- **No assessment required – process ends**
- **Assessment required – continue to next section**

## Equality Impact Assessment

<b>1. Details of proposal</b>	
Details of others involved	Andrew Sneddon - Customer and Performance Manager Alison Raeburn - Additional Support for Learning Manager Elaine Cook – Head of Education Services Kenny Selbie – Equality Officer Hannah Gardner – Equalities Analyst
Date assessment conducted	17/12/14
<b>2. Aims of the proposed change to council policy or resources</b>	
<p>Part of the Delivering Better Outcomes project is to realise efficiencies and improved business processes through a range of measures across the education sectors (pre-school, primary and secondary) and within Education Services over a five year period.</p> <p>This particular measure is to end the time limited funding to enable Simply Play in West Lothian to set up and operate as a social enterprise / voluntary organisation.</p>	
<b>3. What equality data, research or other evidence has been used to inform this assessment?</b>	
<p>Research was drawn from a mixture of national evidence (provided by the Scottish Government) and academic research in the area of educational inclusion. Research was also drawn from gender pay gap specialists Close the Gap.</p>	
<b>4. Details of consultation and involvement</b>	
<p>The assessment has been subject to scrutiny by representatives of the equality community forums through a specific focus on Delivering Better Outcomes projects as agreed by the council's Corporate Working Group on Equality.</p>	
<b>5. Issues identified and 'protected characteristics' impact (Covering: age; disability; gender; gender identity; pregnancy and maternity; race; religion or belief and sexual orientation equality)</b>	
<p>The measure proposed has the potential to have to a disproportionate impact on women if the provision of the service was to change in any way as a direct or indirect result of the funding coming to an end.</p> <p>Primary carers of children are more likely to be female. Females and those with caring responsibilities are also more likely to work part-time hours, and therefore any resulting change to work structures may impact on them in a negative way (<i>Close the Gap, 2013</i>). 41% of women in employment worked part-time in 2005, compared with 10% of men. This proportion of women is largely unchanged since 1984. The Office for National Statistics data for March 2011 – April 2012 show 48% of women employees in Scotland working part-time, compared to 16% of men (<i>Scottish Government, 2013</i>).</p> <p>However, Simply Play is now in a position to operate independently of council funding and the measure is expected to have minimal impact on equality due to the fact that the service will continue to operate in its current form.</p>	

**6. What measures are in place to monitor the actual impact following implementation?**

The Delivering Better Outcomes projects are being monitored by the Modernisation Board during implementation and equality impact assessment is identified as a key enabler for projects.

**7. Recommendation**

- Implement proposal with no amendments
- Implement proposal taking account of mitigating actions (as outlined below)
- Reject proposal due to disproportionate impact on equality

**8. Mitigating actions and additional outputs**

N/A

- **Equality impact assessment completed**