

## Initial Integrated Impact Assessment Form

| <b>Section 1 - The Policy</b>  |                       |
|--|-----------------------|
| <b>Policy title</b>  | Gaelic                |
| <b>Implementation date</b>   | 1/4/2024              |
| <b>Please provide an overview of the policy including the key aims and expected outcomes:</b>  |                       |
| A reduction of £10,000 to the Gaelic grants budget line which has previously supported many Gaelic related events and projects in the community.   |                       |
| <b>Detail the budget implication relating to the policy:</b>   |                       |
| The implication would be a reduction in support to Gaelic organisations through grant funding. This would subsequently result in a reduction in the number of Gaelic events as well as a reduction in opportunities for the use of Gaelic in the community. It could have an impact on the local economy that relies on Gaelic events/posts. However, attempts will be made to bridge the gap in funding by increasing Gaelic grant income to the Comhairle. |                       |
| <b>What will change as a result of this policy?</b>  |                       |
| There will be reduced resource for dispersing funds to community groups applying to the small Gaelic grants budget for events/projects related to youth, community and inter-generational sharing of the language.   |                       |
| <b>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</b>   |                       |
| Gaelic related community organisations and those in the community who attend/take part in Gaelic related activities.   |                       |
| <b>Responsible Persons</b>   |                       |
| Department / Section   | Heritage and Culture  |
| Lead Officer   | Colin George Morrison |
| IIA Team Members   |                       |
| Responsible Head of Service  | Calum Iain Maclver    |
| <b>Section 2 - Evidence</b>  |                       |
| <b>What data and information has been reviewed as part of the policy development process?</b>  |                       |
| Historical data, including use of funds.   |                       |
| <b>Detail what consultation has taken place as part of the policy development process?</b>   |                       |
| None.  |                       |



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|  |            |           |  |           |
|--|------------|-----------|--|-----------|
| <b>What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?</b>   |            |           |  |           |
| N/A  |            |           |  |           |
| <b>Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:</b>  |            |           |  |           |
| None.  |            |           |  |           |
| <b>Section 3 - Initial Integrated Impact Assessment</b>  |            |           |  |           |
| <b>Impact Overview</b>   |            |           | <b>Yes</b>   | <b>No</b> |
| Is the policy strategic?   |            |           |  | ✓         |
| Will individuals have access to, or be denied access to a service or function as a result of the policy or the changes being proposed to services or functions?  |            |           |  | ✓         |
| Will the implementation of the policy, or the changes to the policy, result in individuals being employed, a change in staffing levels, or a change in terms and conditions, employer or location, either directly or indirectly?  |            |           |  | ✓         |
| Is there a change in the size of a budget?   |            |           | ✓  |           |
| Will a service be withdrawn, changed or expanded?  |            |           |  | ✓         |
| Will the policy have consequences for or affect people?  |            |           | ✓  |           |
| Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?  |            |           |  | ✓         |
| Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?   |            |           |  | ✓         |
| Is the policy likely to have a significant environmental impact?   |            |           |  | ✓         |
| <b>Comments</b>  |            |           |  |           |
| Any reduction to Gaelic related funding will be under scrutiny both in the community and the media. In addition this cut in budget could have an impact on people as Gaelic organisations and community groups regularly apply for grant funding from the Comhairle to run Gaelic events in the community. |            |           |  |           |
| <b>Section 3 – - Initial Integrated Impact Assessment Continued</b>  |            |           |  |           |
| <b>Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</b>  | <b>Yes</b> | <b>No</b> | <b>Comments</b>  |           |
| age  | ✓          |           | Youth related activities/projects such as Cuach na Cloinne (run by Comunn na Gàidhlig) rely on Comhairle grant funding. Access to such events could be impacted. |           |



## Initial Integrated Impact Assessment Form

|  |            |           |   |
|--|------------|-----------|---|
| disability   |            | √         |   |
| sex  |            | √         |   |
| gender reassignment  |            | √         |   |
| marriage and civil partnership   |            | √         |   |
| pregnancy and maternity  |            | √         |   |
| race   |            | √         |   |
| religion or belief   |            | √         |   |
| sexual orientation   |            | √         |   |
| <b>Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?</b> | <b>Yes</b> | <b>No</b> | <b>Comments</b>   |
| Socio-economic Disadvantage  |            | √         |   |
| Low Income/Income Poverty  |            | √         |   |
| Low and/or no wealth   |            | √         |   |
| Material Deprivation   |            | √         |   |
| Area Deprivation   |            | √         |   |
| Socioeconomic Background   |            | √         |   |
| <b>Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?</b>       | <b>Yes</b> | <b>No</b> | <b>Comments</b>   |
| Human Rights   |            | √         |   |
| <b>Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?</b>         | <b>Yes</b> | <b>No</b> | <b>Comments</b>   |
| Health and Wellbeing   |            | √         |   |
| Economic and Social Sustainability   | √          |           | Potential impact on supporting the capacity of current and future generations to create healthy and flourishing Gaelic communities due to reduced grant funding for community/Gaelic organisations to run events which encourage the use and development of the language. |
| Environmental Sustainability, Climate Change and Energy Management   |            | √         |   |
| The Gaelic Language  | √          |           | Clear impact on the language as a result of reduced grant funding for community/Gaelic organisations  |
| Island Proofing  |            | √         |   |
| Is there the potential for cumulative impact?  |            | √         |   |
| <b>Section 4 - Decision</b>  |            |           |   |



## Initial Integrated Impact Assessment Form

Based on the initial Integrated Impact Assessment is a full IIA required?

Yes

Full IIA Lead Officer: \_\_\_\_\_

Estimated completion date: \_\_\_\_\_

**No**

If an IIA is deemed not to be required please detail the decision rational below:

The impacts are fully understood at this stage and appropriate efforts will be made to mitigate where possible.

### Section 5 – Lead Officer and authorising Director

|  |                                |
|--|--------------------------------|
| Lead Officer (print name)  | COLIN GEORGE MORRISON          |
| Designation  | Team Leader Heritage & Culture |
| Date   | 16/02/2024                     |
| Print name of Head of Service or Director responsible for the policy | CALUM IAIN MACIVER             |
| Date   | 16/02/2024                     |

