

EQUALITY IMPACT ASSESSMENT

Project Ref: PI003 Waste Collection Shift Pattern Review

What is the proposed budget saving? (Use same wording as Change Programme template)

Further stage of review of shift patterns in Waste Services. The sum of £160k has been identified but requires to be validated as the project progresses.

Screening Process

Does the proposed saving involve or have consequences for the people the council serves or employs?

Yes No

If yes, proceed to Step 1 of the Full Equality Impact Assessment on page 2.

If No, please state why not.

If no, the budget saving is not relevant and no further action is required.

Impact Assessment Carried Out By: _____

Date: _____

Please forward to Catriona Ferrier (ferrierc@angus.gov.uk)

EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

Step 1

What data/research is available to assess the likely impact of the proposed saving?

A review of alternative waste collection shift pattern systems currently in operation at other local authorities throughout Scotland was undertaken.
HSE guidance on managing shift work was also reviewed.

Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

- Age _____
- Disability _____
- Gender _____
- Gender Re-assignment _____
- Pregnancy/maternity _____
- Marriage and civil Partnership _____
- Race _____
- Religion and belief _____
- Sexual orientation _____

The proposals will affect some more than others e.g. those with childcare arrangements, but does not affect people differently due to their protected characteristic.

Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people?

Yes No

If Yes, please give details.

Step 4

Can the proposed saving be seen to favour one section of the community?

Yes No

or deny opportunities to another?

Yes No

If Yes, please give details.

A consultation exercise that has been carried out with employees has raised concern that some staff will be more affected than others. This specifically relates to staff that have childcare or other responsibilities in the evenings. Action to mitigate this have been proposed e.g. application for special dispensation and transfer to permanent early shift as new employees are recruited to work late shifts only. This does not affect people differently due to their protected characteristic.

Step 5

Does the proposed saving advance equality?

Yes No

Or restrict equality?

Yes No

If Yes, please give details.

Step 6

Based on the work you have done, rate the level of impact for any of the equality groups of the proposed saving.

High Medium Low Unknown

Step 7

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified.

Yes No

Please give details.

N/A

Impact Assessment Carried Out By: Graeme Dailly

Date: 10 January 2018

Please forward to Catriona Ferrier (ferrierc@angus.gov.uk)