

## 22/11/EQUALITY IMPACT ASSESSMENT

Department: ANGUSalve

What is the proposed budget saving? (Use same wording as in RB6).

CS2C-S-16 (C) Review service delivery as part of service re-design in Galleries

**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 Doreen Phillips ([PhillipsD@angus.gov.uk](mailto:PhillipsD@angus.gov.uk))

**EQUALITY IMPACT ASSESSMENT  
FULL ASSESSMENT**

**Step 1**

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

Staff turnover pattern linked to previous savings  
 Age profile of staff relating to closeness to retirement ages  
 Matrix of skills and knowledge for re-deployment/training opportunities  
 Consideration of offering ER/VR

It should be noted that there will be an impact on the range, number and potentially the quality of displays and exhibitions.

From an employee perspective it will result in the reduction of the number of staff hours available to deliver an aspect of the service. It could result in termination of employment or reduced hours on a permanent basis for exhibitions staff.

**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  \_\_\_\_\_

**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.



**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:** Iain Stevens

**Date:** 05/12/15

Please forward to Doreen Phillips ([PhillipsD@angus.gov.uk](mailto:PhillipsD@angus.gov.uk))